



QUESTIONS TO ASK IN AN INTERVIEW

GENERAL TIPS

- Show genuine curiosity — you should never run out of questions.
- Make sure your questions are relevant to the current interviewer. Keep him or her engaged. Show you are interested in her specific challenges and perspectives.
- Don't be afraid to get to know the person you are interviewing with. This is a potential future colleague with whom you might spend more time than your family.
- Be careful not to convey skepticism or doubt in your tone when asking questions — convey positivity and curiosity.



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It is as important to be prepared to ask thoughtful, relevant questions as it is to prepare for answers to interviewers' questions. What you ask demonstrates how well you understand the company and role. Three general kinds of questions can be prepared in advance and deployed at the appropriate time.

1) Company questions: These are the “macro” environment questions- the organization’s strategy and outlook — and should demonstrate that you know something about the industry, sector and firm. They help build your understanding of where the firm is heading and the strategic priorities of leadership. These are best asked of the hiring manager or the most senior person you talk with. Doing research for these questions is essential and should include not only a thorough review of the firm’s own website, but also a check of recent public relations statements, mentions in mass media, and, any filings and analysts reports.

Example:

What do you see as Company X’s key points of differentiation in the digital payments space? How do you anticipate staying ahead of Company Y and Company Z, your top competitors?”

2) Role specific questions: These questions help you dig into the specifics of the position and the work you’d do. Ideally, they will help you better understand the job requirements, success measures, and opportunities to add value and influence outcomes.

Example:

If I were to start tomorrow, what would be the top priority on my to-do list?

3) Personal/fit/culture: These questions range from managerial style to working environment to how things really get done. Sometimes getting to know the interviewer better, especially if that person is destined to be your direct superior, can help you assess rapport and fit to the company and role.

Example:

I understand that travel is an essential part of the work here at ABC consulting, but can you help me understand how engagements are staffed?

What do you most (least) enjoy about working here?

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