

## Winning Questions to Ask in an Interview

In every interview that time comes when they ask.... what questions do you have for us? You never want to reach this point in the interview and not have anything to say. If nothing else this is a final chance to leave a lasting impression before walking out of their office, and show you're interested. Here is a list of suggestions of some of the winning questions you can ask.

Also, remember the interview is not only for the employer, take advantage of this opportunity to find out more about whether this is really a position/business you want to have a career in.

1. Why was this position originally created?
2. Has the purpose or responsibilities of this position changed since it was created? Why? How?
3. How does this job fit with other jobs in the company?
4. Now that you've had the opportunity to review my resume (and/or application) what do you see as my greatest strengths and weaknesses as they relate to this position?
5. Is there any aspect of my experience/background that creates a concern for you? Anything else? (address each concern separately and positively. Repeat until you have attempted to address all of the concerns.)
6. Why did the previous person in this position leave?
7. What are the expectations of the supervisor of this position?
8. What are the most important skills needed to do well in this position? Experiences? Abilities? Qualifications? Characteristics?
9. What are the most important responsibilities of this position?
10. How will performance be evaluated for this position?
11. Please describe the kind of person who does well in this company/position?
12. What are the major goals of this company? This department?
13. What trends and developments in this industry do you see impacting this company in the future? How might these developments impact this position?
14. When will you be making your decision to fill this position?
15. Who is this company's major competitor and how do you rate them?
16. Do you offer training so that employees can upgrade their skills?
17. Do you have a career ladder?
18. Do you promote from within?
19. What do you consider the ideal experience for this job?
20. What is the biggest challenge that is faced in this position?
21. How long have you worked here and tell me your favorite and most challenging aspects of working for this company? (have each interviewer respond)