

# Questions to Ask Your Interviewer

## ***Job-specific***

1. What are your expectations for me in this role?
2. What's the most important thing I should accomplish in the first 90 days?
3. What's the performance review process like here? How often would I be formally reviewed?
4. What metrics or goals will my performance be evaluated against?
5. What are the most immediate projects that I would take on?

## ***Team***

1. What types of skills is the team missing that you're looking to fill with a new hire?
2. What are the biggest challenges that I might face in this position?
3. Do you expect my main responsibilities in this position to change in the next six months to a year?
4. Can you tell me about the team I'll be working with?
5. Who will I work with most closely? With what other departments or units will I interact?
6. Can you tell me about my direct reports? What are their strengths and the team's biggest challenges?

## ***Company***

1. What are the current goals that the company is focused on, and how does this team work to support hitting those goals?
2. What gets you most excited about the company's future?
3. How would you describe the company's values?
4. How has the company changed over the last few years?
5. What are the company's plans for growth and development?

Note: Don't ask things that you can easily find with a quick Google search .

## ***Management***

1. How do you typically onboard employees?
2. What do new employees typically find surprising after they start?
3. What's your favorite office tradition?
4. What do you and the team usually do for lunch?
5. Do you ever do joint events with other departments or teams?
6. What's different about working here than anywhere else you've worked?
7. How has the company changed since you joined?

