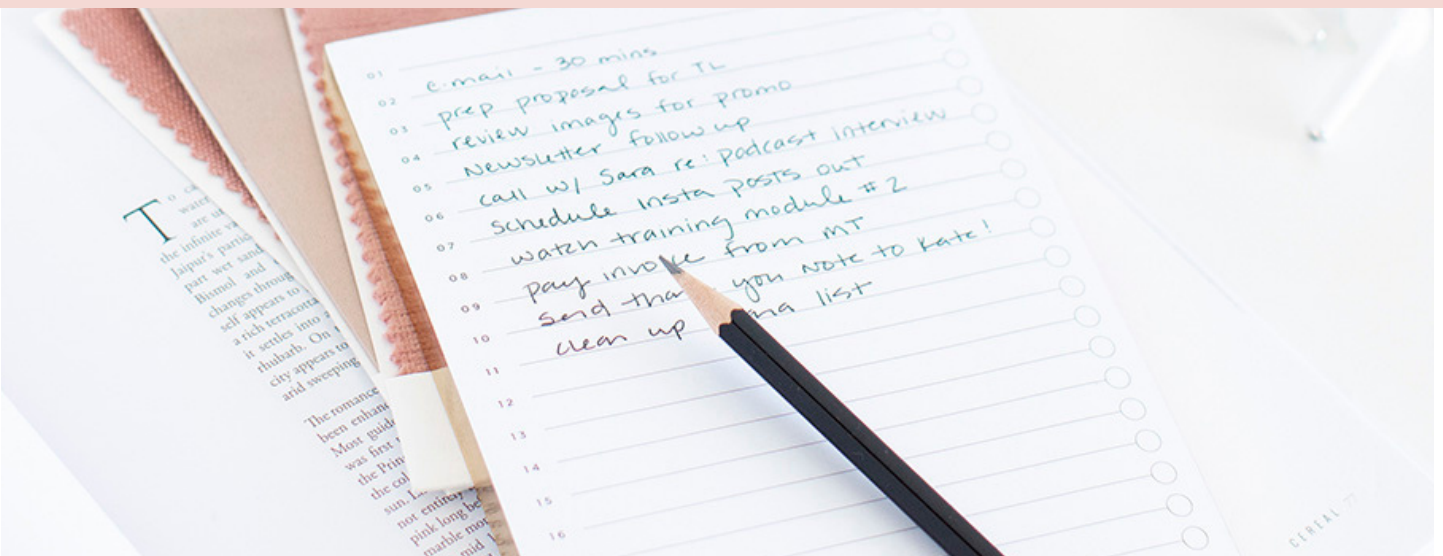




# 18 QUESTIONS TO ASK DURING THE INTERVIEW

Make a great first impression and ensure the company is the right fit for you.





## HI THERE, I'M JESSICA

Most days you can find me sharing career advice on LinkedIn, helping job seekers navigate the maze of today's modern job search and loving on my family of 8.

I'm mostly known for being an executive resume writer, the CEO of Great Resumes Fast, and the #1 Top Voice on LinkedIn for 2020. My husband refers to me as superwoman because I juggle family, work, homeschooling and life every day. But I'm really just your everyday multi-passionate mom. I love serving the world by teaching job seekers what employers want on their resumes, cover letters, and LinkedIn profiles. The things I'm most passionate about in life are loving my family well, keeping Jesus first, helping others grow their careers, reading (alot!), fitness (kickboxing and yoga especially), and lifelong learning (I'm a nerd at heart).

I serve mid to senior-level job seekers who need help conveying their value and accomplishments to employers. I am blessed to equip them with the best tools they need to make their next career move with confidence.

As an executive resume writer, I've been featured on CNN, Forbes, Time, Money, USA Today, Fortune, and honored as a LinkedIn Top Voice. When I'm not saving the world one resume at a time you'll find me on a nature walk with our 6 kiddos or studying for my Master's degree. Still here? Let's connect! Check me out online below.



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**Job interviews aren't meant to be an interrogation – they are supposed to be a dialogue. An interview is as much about making sure the company is a fit for you as it is that you are a fit for the company.**

Before the interview, research the company – and the interviewer(s), if you know that information ahead of time.

At a minimum, conduct a Google search. Take a look at the company's website. Look for the interviewer's LinkedIn profile. While you're on LinkedIn, see if the company has a profile on the site. Also check out the LinkedIn profiles of other key employees of the company. How long have they been in their current jobs? How long have they been with the company? What was their background before they joined the company? (Did they come from competitors, or from other industries?)

Your research will not only help you understand the company better, but also help you ask more informed questions in the interview. If you haven't asked questions as the interview progresses, the interviewer will probably ask, "So, do you have any questions for me?"

That's where your research comes into play. It makes a negative impression on interviewers when you don't ask any questions. It can signal that you're not interested enough in the job or that you didn't know anything about the company coming into the interview, and you weren't paying attention enough to latch onto any information shared in the interview. Both scenarios don't bode well for your employment prospects.

#### INTERVIEW PREP CHECKLIST:

- Choose 4-5 questions**
  - Write them on your notepad.
  - Take notes as the employer answers your questions.
- Show your research**
  - Word your questions in a way that shows you conducted research on the company.

# INTERVIEW QUESTIONS TO ASK

Choose 4-5 questions to ask during or at the end of the interview. Be sure to weave in your research.

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- How long has this position been open?
  - Is this a new position? If so, why was it created? If not, why did the person who held this position leave the position?
  - What are the company's priorities, and what specific results would be expected from me in the first 90 days or so?
  - What kind of opportunities for advancement are available?
  - Why did you (the interviewer) join the company?
  - What specific skills from the person you hire would make your life easier?
  - What are some of the skills and abilities you see as necessary for someone to succeed in this job?
  - What do you see as the most important opportunities for improvement in the area I hope to join?
  - Could you describe to me your typical management style and the type of employee who works well with you?
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- From all I can see, I'd like to work here, and I believe I can add value to the company. What's the next step in the selection process?
- What are the success factors that will tell you if the decision to bring me on board was the right one?
- Do you have any concerns about my ability to do the job and fit in?
- How do I compare with the other candidates you have interviewed?
- Can you give me any feedback that would make me more attractive to the company in the future or that I could benefit from next time?
- Is there anything else you need from me to have a complete picture of my qualifications?
- What are some of the skills and abilities you see as necessary for someone to succeed in this job?
- Are there any weaknesses in the department that you are particularly looking to improve?
- When can I expect to hear from you about the position?