

At the end of a job interview, the decision-maker typically turns to the candidate and asks if they have any questions they'd like to ask.

If your answer is no, consider the job interview to be over – and not in your favor.

No matter the type of role or sector, whether it is academia, industry, government, or something else, do yourself a favor in the job-getting process, and plan to ask some questions.

This opportunity to query the interviewer is highly advantageous for you, and can even cement a job offer. There are many reasons:

1. It shows you want to learn as much as you can about the role and the organization.
2. It demonstrates your communication and listening skills.
3. It amplifies your enthusiasm for the role and team.
4. It allows you to obtain as much insight as you can to make the right decision.
5. It clarifies that you are aware you have not gotten all of the data about the job and the organization and you are seeking to rectify this.

When you ask questions, it articulates to the decision-maker that you want to have as much information as possible to make the right choice. This action parallels problem-solving processes, so it gives the interviewer a window into how you solve problems, a crucial component to your success in the job.

Perhaps most importantly, when they ask “what questions do you have for us?”, by seizing this moment and having several ready, you are fostering more conversation and crafting a bridge in real time between you and them. This psychologically places you in the role and it leaves the interviewer excited to hire you, because they are already picturing you as a value-add colleague.

This is the moment you get to shine! So get those questions ready.

### Some of my favorites include:

#### 1 What is the best thing about working here?

This question ensures that the interview stays on the sunny, joyous side, but it also telegraphs to the other party that you are legitimately interested to know why this is a great, happy, and fun place to work. It engenders a positive vibe, which the interviewer now equates with you. And it gives you the chance to know truly why this organization is going to be a good fit for you personally and professionally.

#### 2 What does success look like here and how do you measure it?

You always need to know this information. After all, how can you expect to achieve goals and exceed expectations if you don't know how you will be evaluated? This question not only offers you this vital knowledge, but it also communicates to the decision-maker that you are serious about delivering value according to their metrics of triumph.

#### 3 What opportunities are there to demonstrate and improve upon leadership skills?

or What opportunities exist to improve professional development?  
I love these questions! And more importantly, decision-makers love these questions because they tell them that you are always aiming to improve and add more value. Moreover, you get to know how the organization views professional development and whether they have a formal set of resources to help you learn and uplevel skills, a key attribute to an organization where you will be able to grow your career for the long-haul.

#### 4 What would my first week look like?

Of course you need to know this, so you can hit the ground running and make an immediate impact upon onboarding. But what is really special about you asking this question is that it anchors you in the mind of the interviewer as already being in the job. And if they can picture you in the role, working hard and making an impact, this will impact your chances of landing the job.

#### 5 I'm interested in using my skills in X and Y. What opportunities exist to contribute value with this experience?

This is my absolute favorite question, because it allows you to share something from your profile that is of value, such as an ability, experience, and/or knowledgebase, that you might not have had a chance to clarify earlier in the interview. When you ask this question, it demonstrates commitment, innovation, and a hard-working attitude, because the interviewer hears this question as “how else can I add value? What else in my background can I leverage and draw upon to advance your goals?”

**Many job seekers go into a job interview thinking that the entirety of the experience is a one-way street, where they can only answer the interviewer's queries. But when you prepare for your interview with questions to ask the decision-maker, with a healthy balance of sharing info and acquiring info, you increase your chances of getting that offer. Develop your questions now, so your next job interview will more likely lead to a new question from the interviewer: “when can you start?”**

Some of the concepts in this tip sheet draw from and have been featured in previous works by the author, including her speeches, articles, blogs, and book, *Networking for Nerds*.