

QUESTIONS TO ASK IN YOUR INTERVIEW

Office for Career Success

An interview is a two-way conversation. While the employer is evaluating you, you should also be evaluating them. Asking thoughtful questions shows genuine interest, helps you determine if the role is a good fit, and gives you insight into company culture, growth opportunities, and day-to-day realities.

ABOUT THE ROLE

- What does a typical day or week look like in this position?
- What are the biggest challenges someone in this role might face?
- What are the key priorities for this position in the first 90 days?
- How do you measure success in this role?
- What skills are most essential to excel in this position?
- How does this position fit within the larger team or organizational structure?

ABOUT THE TEAM & CULTURE

- Can you tell me about the team I would be working with?
- How would you describe the company culture?
- What do you enjoy most about working here?
- How does the team typically collaborate on projects?
- What opportunities exist for mentorship or professional development?
- How does leadership support work-life balance?

ABOUT GROWTH & DEVELOPMENT

- What does the onboarding and training process look like?
- What opportunities are there for professional growth within the organization?
- What are typical career paths for someone starting in this role?
- How does the organization support continuing education or professional development?
- What is the performance review process like?

ABOUT THE COMPANY

- What are the company's goals for the next year or two?
- How has the organization adapted to recent industry changes?
- What makes this organization different from your competitors?
- What is the retention rate for this position or department?

ABOUT NEXT STEPS

- What are the next steps in the interview process?
- When can I expect to hear back about next steps?
- Is there anything else I can provide to help with your decision?
- Based on our conversation, do you have any concerns about my fit for this role?

PRO TIPS

- Prepare 3-5 questions before the interview and adapt based on what is covered during the conversation
- Avoid questions about salary, benefits, or PTO in the first interview unless the employer brings it up
- Take notes during the interview to help you remember details and formulate follow-up questions
- Your questions should reflect genuine curiosity—generic questions feel like a checklist

Need interview prep? Schedule a mock interview at careers@spalding.edu or book through mySpalding Student Success scheduling portal