



JOBS & CAREER · BRING THIS (YES, ON PAPER)

Questions to Ask in an Interview

"Do you have any questions for us?" is part of the interview. "Nope, I'm good" is the wrong answer. Pick 3–4 of these and write them down — bringing notes looks prepared, not weak.

About the job itself

- ☐ What does a typical day or week look like in this role?
- ☐ What would success look like in the first 90 days?
- ☐ What's the biggest challenge for the person in this seat right now?
- ☐ How did this position open up? (growth = good; revolving door = hmm)

About the team & manager

- ☐ Who would I work with most closely day to day?
- ☐ How would you describe your management style?
- ☐ How does the team like to communicate — meetings, chat, email?
- ☐ What do people on the team like most about working here?

About growth

- ☐ What does growth look like for someone who starts in this role?
- ☐ Is there a budget or support for training and learning?
- ☐ Where have people in this role moved on to within the company?

The strong closer

ASK THIS LAST

"Is there anything about my background that gives you pause — anything I can clear up right now?"

Bold, memorable, and it gives you a chance to answer the objection they were going to discuss after you left.

Polite red-flag detectors

- ☐ How does the team handle busy periods — what did the last one look like? (listen for "we all pitched in" vs. burnout stories)
- ☐ How long have you been here, and what's kept you? (a long pause tells you plenty)
- ☐ What are working hours actually like — and how often do people work outside them?
- ☐ What's the one thing you'd change about working here?

Don't ask (in the first interview)

- ☐ "What does the company do?" — that's what the website was for
- ☐ Salary, vacation, or benefits (save it for the offer stage — that's when you have leverage)
- ☐ "How soon can I get promoted out of this job?"
- ☐ "Can I work from home?" as your very first question
- ☐ Anything answered on page one of their website

My picks for this interview

- 1.
- 2.
- 3.
- 4.

 **Dad's Quick Take:** Interviews are a two-way street — you're deciding if you want to spend 40 hours a week with these people. Good questions show you know that.