



What would make some good questions to ask the Hiring Manager?

Each interview is different. You need to make sure you adapt your questions to each interview, but here are some *core questions* you can and should ask:

Upon commencement of the interview, it helps to ask:

- How long have you allowed for this interview?
- I'd like to ask some questions. Can we do that now or should we kick off with yours?

These 2 questions are powerful for several reasons.

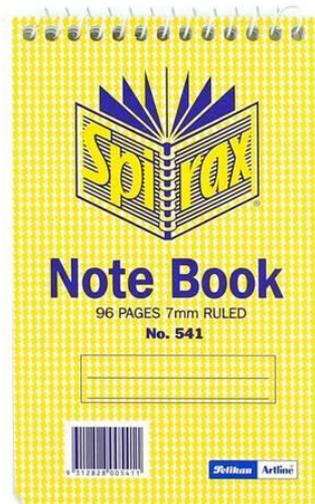
It signals the interviewer that you are prepared.

It shows that the interview is not a one-way street, but that you are going to use all that work you did in Deciding who you are in the personal branding modules and to work out if the job is right for you.

It evens the playing field.

It helps to differentiate you.

Have your questions written out in a small pocket-sized pad. I've taught this technique since 1988 and it still works a treat today!





In your pad, write the following:

- Why is this role vacant?
- How long has it been vacant?
- (If it's a replacement for a previously incumbent, ask): How long was the last person in the role?
- (If less than 2 years, ask): And before that?
- How would you describe the first 3 - 6 months in this role?
- What does good performance look like?
- How would you measure that performance?
- How would you describe your style of management/leadership?
- What's the team like?
- How is the team performing?
- Is there anything further you'd like to ask me?
- How did you feel this interview went?
- What are the next steps in the interview process?

From my experience, when job seekers ask questions like these, they stand out from all the others and make impressions that last.