



QUESTIONS GREAT CANDIDATES ASK

An interview is usually ended off with the interviewer asking the candidates if they have any questions. The worst mistake a candidate can make is ask questions about the company they should have known prior to accepting the interview by viewing their website or asking HR questions about working hours, leave days and benefits and worse yet about the salary. It is important to first be selected for the role and then you can cover these queries in the negotiation phase.

If a candidate appears to be simply going through the motions at this point, this is often a sign of a candidate who is not fully committed to the vacancy; however a candidate who probes and asks questions of substance is a more engaged candidate.

A person who asks the right questions shows that they are interested and want to ensure the company can offer the right cultural fit, job fit, technical fit and career fit for him or her.

Below are good questions to ask as part of your process of interviewing the potential new employer.

- 1. What is the reason for the vacancy?**
- 2. What is the career progression potential at your business? What would be the obvious career path for the successful person in this role?**
- 3. What are the training and development opportunities?**
- 4. What is the company culture at the company?**
- 5. What is the direct supervisors management style?**
- 6. How competitive do you believe your company is in the market?**
- 7. What is the future medium to long term growth strategies for the company?**
- 8. How do your employees socialize, team build or build relationships within a less formal environment than the office?**