

## **Questions to Ask the Interviewer – Management Positions**

A job interview will quickly disintegrate into an interrogation or monologue unless you ask some high quality, open-ended and insightful questions of your own. Candidate questions are the lifeblood of any successful interview, because they create dialogue and help clarify your understanding of the company and the position responsibilities.

In addition the questions you ask serve to indicate your grasp of fundamental issues, reveal your ability to probe beyond the superficial and challenge the employer to reveal his or her own depth of knowledge and commitment to the job.

Your questions should always be slanted in such a way as to show empathy, interest, or understanding of the employer's needs. After all, the reason you're interviewing is because the employer's company has a piece of work that needs to be completed, or has a problem that needs correcting. Here are some questions that have proven to be very effective:

- What can you tell me about the history or growth of the organization?
- What are your short and long range objectives for your company and/or department?
- What is the forward outlook of your company in terms of growth, profits, or the inverse?
- What's the most important issue facing the company (or department)?
- How can I help you accomplish this objective?
- Is there a certain aspect of my background you'd like to leverage to help accomplish your objectives?
- What qualities do you look for when evaluating prospective managers/executives?
- How have you improved your bench strength in the past to help strengthen the organization?
- Are you looking for someone to transform the Finance and Accounting organization, or turn it around totally?
- At this juncture, how do I compare with other qualified applicants?
- Do you have any hesitations about me being successful with your company / Do you have any questions or perhaps underlying concerns that might prevent me from moving forward in this process?
- When may I return and meet some of the people with whom I would be working?

Questions like these will not only give you a sense of the company's goals and priorities, they'll indicate to the interviewer your concern for satisfying the company's objectives.