

## END OF INTERVIEW QUESTIONS TO DAZZLE WOULD-BE EMPLOYERS

Your suit is crisp – you look impressive. Your résumé is flawless – you seem great on paper. Now, for the last piece of the successful job search puzzle – "wowing" them at the interview.

How do you do it? Try asking questions. Besides showing your interest in the position and the company, asking questions gives you an active role in the interview and lets you steer the interview towards the big picture and shows that you are thinking about how you can assist them in the position you are interviewing for.

To make sure your next interview is as smooth as your freshly pressed suit, try these 12 questions on for size:

1. What do you want to see accomplished in your (team, dept, company) in the next 3-6 months and what would be the ideal outcome?
2. How will you measure success?
3. What is the company's culture?"

This will reveal those "intangibles" of a company that have nothing to do with professional experience or required education. If you need a traditional, office/cube environment to stay focused and get the job done, a more creativity-driven workplace which allows music streaming from computers, nerf hoop tournaments and ultraflexible schedules may not be conducive to your productivity.
4. I believe that communication is key to ensuring all stakeholders are on board and committed and that their needs are being met, how does communication typically work?
5. How will this position specifically support your short and long term goals?
6. What do you see as the 2 or 3 most important tasks for this position in the immediate future?
7. What traits in a candidate do see as ideal for this position and achieving its goals?
8. With the ideal person for this position, what can be accomplished?
9. What % of time will be devoted to each of the key responsibilities of this position?
10. Who will this position work with internally and externally?
11. How soon do you want to make a decision?
12. May I contact you if I have other questions?