

Top Questions to ask the interviewer/s in Interviews



So, you've been looking for a new role, you've sent in your application, and your prospective employer has asked to interview you - now what?

How do you feel? Are you nervous? Excited? Feeling confident?

All of the above are completely normal. We would be worried if you didn't feel a little nervous about an upcoming interview - it suggests that you want to do well and that it means something to you.

However, one aspect of the interview process that candidates tend to forget about is having questions prepared. **We would argue that having questions for your interviewer is one of, if not the most important thing to be prepared for when interviewing.**

When you are faced with the inevitable: "Do you have any questions for us?", what do you say? **DON'T** say: "No, I think you've just about answered everything."

Use this opportunity to get to know your potential employer - what DO you want to know?

We recommend that you have **5** questions prepared before your interview. So you still have a couple of them to ask at the end of the interview, if some of your questions are answered during the interview. Here are some questions that are really useful to have up your sleeve:



Q: "Where do you see the business going in 5 years from now?"

This is a good question because you can get a sense of what the long-term goals of the business are. Where they plan on expanding, what role you could play in the expansion, and how you could help to add to that progression. It will also give you a sense of job security.



Q: "What do you enjoy the most about your role in the business?"

This gives you a chance to hear from a current employee of a given business why they like their job. We all spend so much of our time at work, so it's important that you can work in a role that you enjoy. This is the perfect question to give you some insider knowledge about the business, how it works, and how employees feel about working there. It also is a particularly good question because it gives the interviewer the opportunity to talk a little about themselves - remember, people enjoy talking about themselves.



Q: “What skills are needed to be successful in this sort of role?”

This question gives you a sense of skill fit, and whether you can offer your potential employer what you need. Interviews are a two-way street; they are as much about you working out if you could see yourself working for the company as they are about the person hiring working out if you are the sort of person to hire.



Q: “What sort of personalities are the most successful in this role?”

Like the previous question, this gives you a sense of working out team fit, which is one of the most important aspects of hiring. Someone may be the best person in the world for the role on paper, but if they don't get on with their colleagues, issues may quickly arise. Some roles are client focused, so people who get on well with others may find these sorts of roles more enjoyable than those who prefer to work alone, for example.



Q: “Are there training / progression opportunities within the role / company?” or “Is there a specific career path for those looking to progress in this department?”

Asking about developmental opportunities demonstrates to the interviewer that you will be committed to a long future with the organisation, and are dedicated to your career. It also will help you to assess whether a long-term career with the company is possible.



Q: “I've taken a look at your website and noticed the volunteering work you do with X. How often is the firm involved with such events and are you involved with any other charities?”

This question demonstrates you have researched their website and that you are open to volunteering or being involved with Corporate Social Responsibility projects.



Q: “How would you describe the firm's culture?”

This will give you information to assess whether you'll fit in, assess the working environment of the company and whether the company's values align with your own.



Further Questions
to ask in Interviews



Q: “What qualities or attributes do you think someone needs to be successful working for this company?”

Asking this question quickly allows you to identify the company’s expectations of their employees and whether your skills / qualities meet their expectations.



Q: “What do you think the greatest challenges are facing the organisation at present?”

This is a fantastic question to ask if you are being interviewed by senior leadership or managers. It shows that you think holistically and that you are interested in the performance of the company. It will give you insights into any challenges and, if applicable, you can follow up their response with any experience that you have that might help them overcome these challenges.



Q: “Is there anything else I could provide you with so you can assess my suitability? Or anything else you would like to know?”

This is a good question to ask if your other questions have been answered during the interview. It shows a good nature and restates your interest in the job.

STAR Interview Technique

The STAR technique is a very handy method to use when having job interviews, as it will help you to answer questions perfectly. In the video below our Recruitment Consultant Erin McKnight explains what it is and how to use it.

<https://www.youtube.com/watch?v=1YaxsHgauxc>

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