



## Questions *You* Should Be Asking In an Interview

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**When you're getting ready to go on an interview, it's impossible to prepare too much. You can almost always count on the interviewer to ask if you have any questions. Be ready.**

This is your opportunity to dig down deep and get that extra layer of perspective that will help you in your decision-making.

Here are some questions we suggest you should be asking in an interview. At first, they may sound bold, or even provocative. Not every question is good for every interview. You might be surprised, however, by the insights you gain when you ask them.

### **When you're talking with the person who would be your direct supervisor:**

1. When you made the move to come here, what was the most compelling reason?
2. What keeps you here?
3. I'm looking for a leader who I can believe in and follow. Tell me your ambitions?
4. Profile your top performer for me. What does he/she do that makes him/her so much better?
5. When it comes to work, what keeps you up at night?
6. If I were to walk in the door tomorrow, what are the engagements you have that you might put me to work on?
7. How can I stand out in the first 60 days?
8. Almost nobody hires when everything is running smoothly. What are the problems that need solving?

### **When you're talking with those who would be your peers:**

1. When you made the move to come here, what was the most compelling reason?
2. What keeps you here?
3. What is the one thing you know now that you wish you had known when you were new here?
4. What are the important pieces of the history of this organization?
5. Who are the people "in the know" here?
6. What has been your biggest surprise? Disappointment?
7. What advice would you give me about being successful in this organization?
8. Who really does what around here?

If you have questions about the questions you may be using, contact us to discuss your approach.