10 Questions to Ask Your Interviewer

THE RECRUITER GAL



Better questions lead to better conversations, and better career decisions.

Before you walk into the interview...

An interview isn't just about answering questions. It's also your opportunity to learn more about the role, the organization, and whether the opportunity is right for you.

After 21 years in recruiting, I've seen how the questions a candidate asks can change the conversation. The right questions can help you learn more than what's written in the job description, and show that you've put real thought into the opportunity.

I created this list of 10 Questions to Ask Your Interviewer to give you a starting point. You don't need to ask all 10. I recommend asking 2-4 questions, and of course, choose the questions that feel natural, fit the conversation, and help you get the information you actually need.

Go into the interview prepared to answer questions, but prepared to ask them, too.

— Eileen Kern
Founder, The Recruiter Gal



10 Questions to Ask your Interviewer

1. What would success look like in this position during the first six months?
This helps move the conversation beyond the job description and gives you insight into what your manager will actually expect.

Listen for: Specific priorities, measurable goals, immediate problems that need to be solved.

2. What are the biggest challenges the person stepping into this role will need to address?
Every job has challenges. You want to understand them before accepting an offer, not three weeks after starting.

Listen for: Staffing issues, workload, changing priorities, organizational changes, unrealistic expectations.

3. What are the team's biggest priorities right now?
This helps you understand what's happening beyond your individual position.

4. How would you describe your management style?
If you're interviewing with your potential manager, this is one of the most valuable questions you can ask.

Consider: Does what they're describing match the environment in which you work best?

5. What do your strongest performers on this team tend to do particularly well?
This can reveal what the manager truly values—sometimes more clearly than the job description does.

6. Why is this position available?
The answer can provide important context. Is it a new position? Did someone get promoted? Did the previous employee leave? Has the position experienced repeated turnover? You don't need to interrogate the interviewer. Simply listen to the answer.

7. How does the team typically collaborate and communicate?
Especially useful for hybrid, remote, or highly cross-functional roles.

8. What opportunities are there to learn, grow, or take on additional responsibility?
If career development matters to you, ask about it before you accept the job.

9. Is there anything about my background or experience you'd like me to clarify before we wrap up?
This gives you an opportunity to address a concern or provide additional information while you're still in the conversation.

10. What are the next steps in the hiring process?
Simple, but important. You should leave knowing what happens next and, when possible, approximately when you can expect to hear from them.

Recruiter's Tip
Don't ask questions just because you think they'll make you sound impressive. Ask questions because you actually want the answers. An interview isn't only about convincing an employer to hire you. It's also one of your best opportunities to determine whether the job, manager, and organization are right for you.

TRG
THE RECRUITER GAL
RECRUITER-LED CAREER TRANSITIONS

Want to feel more prepared for your next interview?

Knowing what to ask is one part of a strong interview. Knowing how to communicate your value, answer difficult questions, and confidently tell your story matters too.

If you'd like personalized help preparing for an upcoming interview, The Recruiter Gal offers 1:1 interview preparation and mock interview support built around you, your experience, and the opportunity you're pursuing.

PREPARE FOR YOUR INTERVIEW →

Keep learning with Behind the Recruiting Desk
Practical career advice and recruiter insights delivered to your inbox.

Click here >



TRG

THE RECRUITER GAL

RECRUITER-LED CAREER TRANSITIONS

https://therecruitergal.com

© 2026 The Recruiter Gal. All rights reserved.