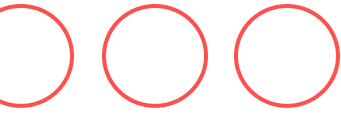




Choose People



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## “Interviewing Your Future Employer, The Top 10 Questions You Should Ask”

Will they want to hire me? Maybe. However, just as important to ask is, *do you want to work for them?*

As you launch into the “world of work,” turn the tables in your next interview to truly uncover the employee culture where you will give **more than 4,000 hours of your life** for the next two years. These questions will also give you a competitive edge by setting you apart as a candidate with real deal critical thinking. Lastly, when you ask discerning questions you become a more desirable (and less desperate) candidate by demonstrating that you have confidence and are selective.

Important caveat – choose 3-5 of these questions and ask them with a tone of curiosity, not bold arrogance.

### 1. **How would you describe your employee culture?**

This sounds like an easy question, but it's not. Most companies will talk about tangibles such as their benefits, parties, incentives etc. You're looking to see if they talk about open communication, management styles, transparency, camaraderie - in essence a “feel” for what it's like to work there.

### 2. **What are the cornerstone values of this company? Can you give me an example of how these values are “lived?”**

These two have to go together, because the important answer comes in the second question. All companies have “values.” Unfortunately for many they're dead lip service.

### 3. **How would you describe your best employee?**

Here you're looking for expectations and what they value. How do they describe the attributes and character of their ideal employee – creative, efficient, one who works long hours, asks questions or keeps their mouth shut?

### 4. **Why do you like about working here?**

Usually companies love this question. It's thoughtful, personal and gives them a chance to show off. If they can't answer this easily, run for the hills.

### 5. **When and what was the last employee suggestion that you implemented?**

You're trying to find out if they really listen to their employees and take their input seriously. Is it a collaborative work environment in which employees' ideas are valued?



Choose People



## “Interviewing Your Future Employer, The Top 10 Questions You Should Ask” (Con.)

**6. What’s your biggest employee culture challenge?**

This is a tough one. If they say nothing or don’t know, there’s an issue. If they answer it promptly and sincerely you will know there really is transparency, open communication and a culture of learning and improvement.

**7. What was the last really difficult issue that impacted employees and how did this company handle it?**

They might talk about layoffs, change in leadership or tight cash flow. Similar to the previous question, *how* they respond is as important as what they say.

**8. Can you tell me about any of the unwritten culture rules of the company?**

This one is a “smart” question because it shows you’re aware that unwritten rules exist, though it’s very difficult to answer. If they’re able to answer it, be impressed.

**9. Why did the last employee that you didn’t want to lose leave?**

This question is tricky. If the employee left because his/her spouse got a job in another location you haven’t learned much. However, if they tell you of an issue *and* how they’re working address it then you’ve learned a lot.

**10. Can I talk to several current employees?**

If you’re confident they want to offer you the position, I highly recommend this question. Ask to speak to someone who’s been there less than a year and someone who’s been there more than 3 years. Ask them, what’s it like to work there and really listen to their initial reaction. Ask if there was one thing they could change about this company – what would it be?

