

Example Questions to Ask at Interview

It's important to **prepare some questions** you might have for an interviewer ahead of time. Questions are good! They show you are interested & demonstrate the research you've done and any subsequent knowledge you have or want to have.

You might find that you think of questions throughout the interview; unless the interviewer has encouraged you to ask these throughout, make a little note and ask these questions at the end.

Ideally the questions you ask will be things you are genuinely interested to know more about, so before choosing questions from the examples on this document, consider what those might be. It's always better if these come from you and of course you can make them more specific to the job you are interviewing for.

Keep in mind that not all the below questions will be appropriate to all jobs, or to you personally. It's important not to misrepresent yourself by asking a question that isn't relevant to you.

What progression/development opportunities would be available to me?

- *Employers like to hire people who care about developing their skills, so asking about progression or development shows that you can see beyond the current job role and want to improve your skills.*
- *It also demonstrates a long-term commitment to the organisation, and perhaps additional qualities such as leadership or ambition.*
- *It shows that you are willing and able to sustain additional learning or responsibilities.*

What do you like most about working for *Trust name/Organisation name/Industry name*?

- *This is a really useful question as you will get to know your interviewer more as well as find out some of the key features of your future employer/organisation.*
- *It's a great way to bring about a very positive conversation, and often will lead to more information about the day-to-day work-life for employees.*
- *You might also find it sparks new questions for you which you can then ask afterwards.*

What quality do you value the most in your employees/team members?

- *This question allows you to isolate a specific area valued by the interviewer, that you can then relate back to yourself. Just because you're asking the questions, that doesn't mean you're no longer able to advocate for yourself, even if it's very briefly!*
- *It'll also highlight to you if the role is right for you; remember interviews are not one-sided, and it's important that you use the opportunity to reassure yourself that you've applied for the right job.*

What opportunities are there in this role to interact with others?

- *This open question allows you to find out how much you will be expected to work in a team or independently, as well as whether you will be working with anyone else such as patients/customers/clients or senior managers.*
- *It shows a genuine interest in working with others and meeting the Unity part of our PROUD values.*

What is the key to success in this role?

- *This will give really useful insight into how to do the role well; the interviewer might give specific examples, or name qualities, which you can reflect on in your own capabilities.*

- *It shows that you want to succeed, therefore demonstrating a great work ethic and meeting the Delivery part of our PROUD values.*

What does a typical day or week look like in this role?

- *If you don't already know this, it's important to understand what to expect from the job.*
- *It will allow you to picture yourself doing the job and decide if it's suitable for you.*

Who will I be reporting to and how often will I report back?

- *Understanding how your work will be supervised and who will be working with you is important.*
- *This question will allow the interviewer to explain the team dynamic a little more and set up the amount of support/independence you can expect to receive.*

What are the team's biggest strengths and challenges currently?

- *This is a good way to understand what you might be up against, to be sure your skillset compliments those in your team.*
- *You might even consider your strengths to directly overcome the challenges given, and you can state this if so. You might be the perfect solution to the jigsaw!*

What does the team/department/trust do to support wellbeing?

- *This is a really important question as it will speak to the general attitude to employee wellbeing and highlight how highly it is valued in your interviewer.*
- *It also highlights it as a value you hold, so this might not be a question to ask if wellbeing isn't high on your agenda. Perhaps consider other values you consider important in a workplace and ask about those instead?*

What is different about working here than anywhere else you've worked?

- *This will give your interviewer an opportunity to reflect on their past experience, and to tell you what makes this organisation stand out.*
- *Hopefully, it will help you to see why it'd be a good place for you, and that your values align.*

What salary would I start on? What are the working hours? What flexibility is available? What other benefits do employees receive? What are the next steps in the recruitment process?

- *Practical questions such as these are just as important as the other questions on this guide, but we'd advise that you keep a balance and try to ask the more inquisitive questions as well as the logistical ones.*
- *Make sure you do your research before asking questions; most jobs will advertise the salary banding & other information so do check this first!*

If you find that the interview has been thorough and all your potential questions were answered, that's ok! A good phrase to use is: 'All my questions were answered in the interview, thank you.'

Don't be afraid to ask questions that put the interviewer on the spot. They are skilled & knowledgeable, and always happy to answer questions, so don't hold back!

Homework!

Have a go at tweaking the generic questions to relate to specific duties of the job you're interviewing for and to make them more relevant to you & your priorities.