

Collection of **43 questions** to ask at YOUR next job interview!

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Three rules to start with:

1. People love to talk about themselves; give them a chance.
2. You will only have a couple of minutes to ask away.
3. Prepare a selection of questions, and DO NOT ONLY ask about benefits and compensation!

a. Screening Interview with the Recruiter

This is a shorter interview where the recruiter just wants to ensure you are normal and more or less fit the requirements. But it is also a good opportunity to see how the company ticks; this is also where they will ask for your salary expectations.

1. What do you like the most in the company?
2. Why should I join?
3. (one more from the list below)

b. Generally Cool

(if your interviewer does something special/has a special hobby, ask about it, like “How come you won the Iron Man?”, “Since when...”)

1. Why do you like to show up each day?

2. Why is this position open?
3. Why do you think I should join?
4. Why/where did my predecessor leave?
5. What are my development and growth options if I do my job really well?
6. How can I have a meaningful impact?
7. What would be your expectation in my first 100 days?

c. About the Company

8. What does the future look like for the company?
9. What would you change in the way your company is run?
10. Your mission statement states, "<mission/values statement>." Do you maybe have any examples how does this look like in practice?
11. On the <Company review websites> I have seen a lot of mixed comments. Are there any particular reasons for that?

d. About Roles and Responsibilities

12. What is the biggest priority now?
13. How would my performance measured? What are the key performance indicators for this role?
14. How do you set the annual/quarterly goals?
15. What will be my biggest challenge in this role? And for the team? How will I be able to contribute?
16. Why would you recommend this role to your children or nephews?

e. About the Team and also Company

17. What was the recent success of your team? How would my role fit into that?
18. What is the decision-making process in the team? How do you generate and implement ideas?
19. What is your approach to flexible working? Can I work from <insert>?
20. How do you approach the testing and validation of new ideas?
21. How does your team work together?
22. Who are the main stakeholders of the team?
23. How is the team I will be joining seen in the organisation?
24. What is the average tenure of employees? How long do people stay in the team?

f. Compensation / Interview process

25. What are the salary review cycles? How do they work?
26. How is overtime treated? (but be careful here, you should not appear lazy!)
27. When can I expect to hear back? What are the next steps?

g. In Startups, Scale-ups

28. How does my role contribute to the growth plans?
29. What is more important at the moment: operations or growth?
30. What would you say is the current biggest pain point?
31. How do stock options/equity compensation work? What are the conditions, vesting period, and lockups?
32. What is your runway? Are you profitable? If not, what is the path to profitability?
33. Did you have any pivots? Why?
34. What is the product/market/expansion you are most excited about?
35. Have you found your product-market fit? When? How far away do you feel you are?
36. Were there any recent layoffs? What were the criteria? Which teams were most affected?

h. In Big Corporations

Some of these are Germany/EU specific!

37. Do you offer any additional pension benefits? How does it work?
38. What is the salary band structure? Where is this position placed?
39. What are my upper compensation limits in the salary band?
40. What are my possible career paths?
41. Do I need to pass an assessment center to become a team lead?
42. Do you have any special programs for a sabbatical?
43. What are your work-from-home policies?

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