

THE EXTRA POINT

BY JERRY ROBERTS



790 Questions to Ask Job Interviewers – Part 1

We all hope Guam's politicians hold to the plan of opening up our island for business, and to repair our economy. I'm Jerry Roberts, and if this occurs, there will be a lot of changes taking place, and new job opportunities will spring up. For the next few days, we'll talk about the interviewee asking questions of the interviewers, to see if they can improve their standing in the pursuit of a job. That's next on The Extra Point.

Business Insider, a popular news portal, recently ran a story on the wisdom of asking questions of the interviewer who asks you questions, when you apply for a job. Over the next three days, we'll look at their suggestions, along with a few opinions. You can imagine now that their questions have ended, and they say to you, "So, do you have any questions?"

1. Find out if the interviewer has more questions. I like this one, as you answer a question with a question. "Yes, I do have a few questions for you, but before I get into those, I'm wondering if I've sufficiently answered all of *your* questions. Is there anything I can explain further?"

Both parties get a chance to add clarity, but there's more. You asking this question of them shows poise and confidence.

2. "Do you need me to elaborate on anything I said or that you read on my resume?" It's about the same as number one, but the advantage is that it may cause the interviewer to pick up your resume one more time and scan it.

3. "Who do you think would be the ideal candidate for this position, and how do I compare?" If the interviewer is actually looking for someone with a slightly different skill set, this is the opportunity to mention that, which will signal you that pursuing this position is a likely waste of time. On the other hand, if they

say you seem like a good fit, then you know you have a chance.

4. A good followup to number three is, "Are you hesitant about my qualifications?" The answer will probably be no, and if you're feeling frisky, you might respond with, "That's great. If you have no hesitations about me and I match what you're looking for — and I'm here now — is there any reason we can't finalize this arrangement? I'm ready to start."

Is that bold? Yes. Does it work sometimes? Yes. If the other candidates were about as qualified as you, but didn't show any particular enthusiasm, you could win the day just by pushing a little and asking for the job.

5. "Of the people who have previously held this position, where have they progressed to in their careers?" Business Insider's experts thought this question would be an indicator whether the job is a dead end or a stepping stone to something better.

6. "What else has to happen before you can extend an offer to me?" An offer is the step after the hiring decision has been made. You want to know where they are in the process.

7. "How would you describe the company's culture?" The whole concept of culture in an organization is very difficult for most people to put into words. The common thing is for interviewers and hiring managers to respond this way: "You know, we're really family-oriented."

That's very nearly the default answer for almost every place you might apply for work these days. Every organization is family-oriented. Yeah, well, obviously some families get along better than others.

(Con't.)

If you want the real answer to the culture question, try to track down the 2-3 people who most recently resigned from the company. Not terminated, resigned.

People who got fired may trash people in anger. Those who resign will likely be much more open and balanced in their views.

Tomorrow, more questions you should think to ask interviewers, which can set you apart from competing candidates.

That's The Extra Point. Be responsible and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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