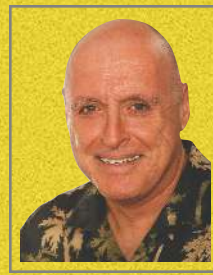


THE EXTRA POINT

BY JERRY ROBERTS



791 Questions to Ask Job Interviewers – Part 2

More ideas today on the kind of questions job interviewees can ask their interviewers, in order to make a positive impression. I'm Jerry Roberts, and 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 person conducting a job interview. You can download the first part of this short series at guamtraining.com, Extra Point #790. We got through seven questions yesterday, and now here's number eight.

8. "What are the challenges of this position?" People who want to know about a job, and the specific issues they'll face, are showing more interest in the position and get greater consideration in my book. Be careful of one thing. If the interviewer responds that there are no big challenges, then ask yourself if that's a job you really want. No challenges will also mean limited opportunities to prove your value to the organization.

9. "What have past employees done to succeed in this position?" This tells you how the organization measures success. Be mindful that if the interviewer is an HR assistant, not the manager or a senior leader, the answer you get might not accurately reflect what is truly valued.

10. If you're being interviewed by the owner of a business, here's one you want to ask: "Where do you see yourself and this company in five years?" Oh, how impertinent! How dare you ask such a thing! Let's get real, if the owner of the business gets offended by that question or has no answer for it, do you really want to be there? The owner should have a plan, and should be able to answer the five-year question. Further, they should love the fact you asked it. I know I would.

11. As a trainer, I'm a big believer in the next one. "Can you tell me how you support your

team's growth with professional development opportunities?" This is as important for hourly workers as it is for managers. Does this company invest in building talent? If you get a good answer to the question, ask one more to get more specific. "What specific training can I receive or be a part of, if I'm the successful candidate?"

12. This one should get your interviewer's attention, whoever it is. "Every company handles conflict a bit differently. How do you deal with it here?" This is a company culture issue, and it's good to know how people see it. What if they answer with, "Oh, our boss doesn't tolerate any form of conflict"? Would you be okay with that? Keep in mind that all forms of disagreement aren't bad, and growth usually is born out of it.

13. The last one for today. "Is there anyone else you would like me to meet with, such as my potential coworkers, or my immediate supervisor, the owner or CEO?" In some companies, the team synergy is so important that workers are allowed to meet the finalists for a job, and then give their opinions. In any case, I'd always like to meet the person who would supervise me, if that could be arranged. Shouldn't the supervisor want that, too?

Tomorrow, we'll look at the final questions on the list, that interviewees should consider asking an interviewer the next time they apply for a job.

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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