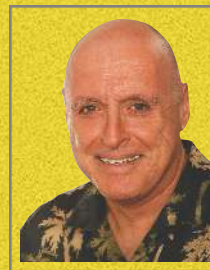


# THE EXTRA POINT

BY JERRY ROBERTS



## # 792 Questions to Ask Job Interviewers — Part 3

When the job interviewer is finished asking questions, you stand up and just leave, right? Or, do you then conduct your own interview, with a carefully crafted set of questions that were designed to get information you need to be sure this employer and job is right for you...and to impress them that you are someone special? I'm Jerry Roberts, and today we've got more questions for you to ask, 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 two parts of this short series at [guamtraining.com](http://guamtraining.com), Extra Points #790 and 791. We've discussed 13 potential questions so far, and there's more so let's get into it.

14. "What are some of the problems your company faces right now, and what's being done to solve them?" The kind of answer you'll get to this question will certainly depend upon whether you're being interviewed by a member of the HR department, the HR director, or a senior leader or business owner.

As I indicated yesterday, if I'm the owner of a business I'm looking for somebody who wants to know more than how much an hour they're going to make, and when they qualify for vacation time. I figure people who ask serious questions have a serious interest in the type of employer they sign on with.

Smart interviewers, particularly those in higher positions of authority, prepare for interview sessions with top job candidates. They want to earn the trust of the best and brightest, and land top talent — not see it go elsewhere.

15. Yesterday, we asked the business owner or senior leader where they and the company would be in five years. Now we ask it again, but with a twist. "You explained your vision of

where you and the company will be five years from now. Can we look again from a slightly different angle? How would my position play an important role in getting us there?"

The answer to this will speak volumes. A. They might say, "Every job is critical and everyone plays an important role." That's a generic answer, and you know they've never given your question any thought, so they bluffed their way through it. B. They could say, "I'll be honest, I haven't looked at that before and I should have." Score points for honesty.

C. They'll hopefully say, "Your job is one of the five or six most critical in the company. You'll be involved in virtually every major aspect of our operation, and we need great results to propel us forward to meet the challenge of our five-year plan." That's the kind of answer that would make every hair I don't have stand on end.

16. As you're finishing up your questions for the interviewer, don't forget this one. "Is there anything we haven't covered that you think is important for me to know about working here?"

So, we've listed 16 questions, and you might have a few of your own that didn't get on the Business Insider list. How many of these do you think you'd really ask the interviewer? All 16? Ten? Five?

Here's the answer. If you ask a few and you see smoke coming out of the ears of the interviewer and they're upset you're asking questions, then feel free to stop. Their reaction has told you what you need to know. This might not be the right place for you.

On the other hand, if they're really excited about your questions, and seem to love answering them, then keep asking. (Con't.)

If that's the case and things are going great, there's one more question you can ask.

17. "I'm sure you've got serious expectations for this position. Tell me what you really want from the person who fills it." If they give you a good answer and if you do want the job, you then say, "I'm glad you told me this, because I'm ready to deliver exactly that. I'd like to have this job...when can I start?" Then, be quiet. You just might get your wish.

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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