

THE EXTRA POINT

BY JERRY ROBERTS



1747 10 Questions Aggressive Job Applicants Could Ask

Last week, we discussed some differences between choosing to work for a large employer versus a smaller one. Today, we kick off a series entitled “10 Questions”, with a list of queries we might make in applying for a job. I’m Jerry Roberts, and the Q & A begins, next on The Extra Point.

Here we go, 10 questions an aggressive job applicant could ask of a prospective employer.

By the way, you can download the transcript for this at guamtraining.com. Grab #1747.

You’re in conversation with the hiring manager, your potential supervisor, or maybe the owner of the company, and you’re asked if you have any questions. Well, yes we do.

1. What are the team's current goals, and how will my responsibilities contribute to achieving them?

Boom! You just separated yourself from the pack. You’re essentially asking how you fit in with the overall picture.

The interviewer may not have a good answer for this, and could be flat-out stunned. You follow with...

2. What will you expect of me in terms of my specific role?

Hopefully, you’ll get more than just to show up on time, do your job, etc. You should have the person’s attention when you ask...

3. What is the preferred method of giving and receiving feedback?

By now, they will have the idea that they’re not dealing with the average applicant. Feedback is important. Good employers want a dialogue with employees. Feedback should be a two-way communication. Now, we raise the game.

4. What opportunities are there for professional development within the company, and how

soon can I take advantage of them?

Some applicants take lists like these off the Internet, but don’t add to the questions. The key here is the “how soon.” That’s the action item.

5. What skills or competencies would you like to see me develop?

This question is asking, “What will get me to the next level.” If I’m the interviewer, I’d be excited if somebody asked me that.

6. On what key points will I be evaluated?

I want to know how we’re going to keep score. Why don’t we sit new hires down and show them the annual review forms? We can go over it line by line, so there are no surprises when the eval is done.

7. How often can we schedule one-on-one meetings to discuss my progress and any concerns?

Managers should be trained in how to do effective and hopefully inspiring one-on-ones. If you want to know more on this, get in touch with me through the Guam Training website. When these meetups are done right, workers see them in a positive light, as opportunities.

8. In addition to my normal responsibilities, are there any upcoming projects that I could be a part of?

This says, “I am open to doing more,” and should be music to the interviewer’s ears. Now we ask one that will give a glimpse of how they feel about the company.

9. What is it about this company’s culture that you feel is a bonus for new applicants?

If you get the stock reply, “We’re just like a family here,” you have to dig deeper. “Well, that’s great, can you give me some examples of that?” (Con’t.)

There are a lot of different kinds of families. The Addams Family, The Corleone Family, the Simpsons, Kardashians, etc. What kind of family are we talking about here?

To the last question. By now, the interviewer is either shocked to their toes or rocking with you, and you ask this...

10. I can make similar compensation elsewhere. A job has to be about more than money. If I'm offered one here, why do you believe I'd be smart in accepting it?

At this point, I would want to hire you so bad I'd be vibrating.

The answer I'd hope to get might sound something like this:

"Because this is more than just a company, it's a place to grow. We expect a lot and we're prepared to give a lot. We encourage growth and if you do decide to move on someday, we want you leave with the feeling that you're better prepared for your next adventure."

Tomorrow, 10 questions an employer should have for every worker.

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

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