

Career Development

It's Your Turn: What To Ask An Interviewer

by Erin Hovanec

Yahoo! HotJobs careers expert

(NAPSA)—When an interviewer asks you if you have any questions, always say yes. Asking questions shows you're interested and knowledgeable about the position and industry. Most importantly, it lets you highlight why you're the perfect candidate.

But choose your questions carefully. There are certain questions you should never ask early in the interview process—no matter who you're meeting. Don't ask about salary, vacation, 401(k) or anything else that might make you seem more interested in the compensation than the company.

Here are some smart questions to ask of the different people you meet.

The Recruiter:

The "Big Picture" Person

Think of the recruiter as the "big picture" person who can give you an overview of the company and the department. The recruiter is the best person to answer questions about the hiring process. Good questions to ask are: How would you describe the company culture? What type of employee tends to excel at this company?

The Hiring Manager:

Your Future Boss

As your potential future boss, the hiring manager is most knowledgeable about the position and its requirements. Thus, you might want to ask him/her what the most important skills are for the job—which gives you another opportunity to highlight your own skills. It's also important to ask what the common career path looks like for someone in the role.



Asking questions during the interview process shows you're interested in the company.

The Executive:

The Industry Expert

Senior managers and executives are likely to be most industry-savvy, so you should focus your questions on the industry and the future of the company. This is your chance to show off your industry knowledge. Smart questions include: How do you think the industry will change in the next five years? What gives this company a competitive edge over others? What's the company's biggest challenge?

The Coworker:

The Straight-Talker

A future coworker can most likely "tell it how it is." A potential colleague may be most candid about the job and work environment. However, don't expect inside information—and certainly don't ask for it. Good questions to ask include: What's a typical day like? What's the most enjoyable part of your job? The most challenging?

Most important, remember that you are not the only one being interviewed—this is your chance to interview your potential colleagues too.

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