Asking Questions at the End of an Interview

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Why ask questions at the end of an interview?

• **You need to ask questions to show:**
  • Your interest in the company and the position
  • That you have researched the company and the position
  • That you care enough about the company and position to leave the interview with a clear understanding of the company and what the position entails

• **Do not EVER tell an interviewer you do not have questions,** because:
  • You will seem like you don’t want the job
  • You will appear disinterested, disengaged and unprepared
  • Ultimately you are telling the interviewer you don’t care to learn more
Topics to Focus Your Questions On

• **Clarity**
  • Is there anything you need clarified or expanded upon regarding the company, team or position?

• **Company Culture**
  • Does the company support a work-life balance, or does it appear to be very demanding?

• **Responsibilities**
  • This also falls under “Clarity”—be sure you are completely clear on the tasks, responsibilities and expectations of the job

• **Interviewer’s Perspective**
  • You can ask the interviewer their thoughts about the company or job, including what they enjoy most or find challenging about the role
Questionable Questions

• YES, you can ask about next steps for the hiring process and when they anticipate to make their hiring decision.

• NO, do not ask about salary. The job description will likely include a salary range, so you will have an idea of what to expect. The exact salary can be negotiated after the company formally extends the offer to you.
  • Steps: Interview > Company gives offer > You negotiate salary with hiring manager and Human Resources > You accept offer and sign your offer letter

• Questions about what to ask and not ask?
Preparing Questions

• Depending on how much time you’re given at the end of the interview, you’ll usually have time to ask the interviewers 2-5 questions.
  • Come with at least 10 questions in case there is time to ask more, as you always want to ask questions when given the opportunity.

• Make sure your questions focus on what it is you want to know.

• Also focus on ensuring that your questions show that you are:
  • Curious
  • Enthusiastic
  • Confident