

# **No B.S. Questions You Should Ask On Any Interview™**



**They Want Honest Answers From You.  
Demand The Same From Them.**

**By Jeff Altman, The Big Game Hunter\***

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# Introduction

There are hundreds of details that go into a successful interview. Yes, you have to have the skills competence and experience a firm wants, but you also need to demonstrate confidence, self-confidence, character, chemistry and maybe a little charisma in order to get hired.

One of the ways I have learned potential employers try to determine the intelligence of the person they are evaluating is by the quality of the questions that are asked by the job applicant. It is not they expect you to put them through a big inquisition—frankly, they would be put off by that.

They do expect you to ask a few questions that will allow them to say to themselves, “Smart. Asks good questions. Seems well prepared.”

“No B.S. Questions You Should Ask on Any Interview” will give you ideas and specific questions you can ask on an interview so that you can find out what you need to know to make an intelligent decision about joining this firm.



**DO NOT TRY TO MEMORIZE ALL OF THESE QUESTIONS.** Pick a few that you are comfortable with asking PLUS the one I call, “The Single Best Question You Can Ask On Any Interview.”

I can't say the all the questions here are mine.

Many come from listening to the experiences of people who have been through the interview process or two or three and, sometimes, *the agony* of looking for work. Helping people get through the hard times so they can show their ability on interviews and then excel at their next job is what my “day job” is about.

This special report will offer you a lot of questions that you can ask an employer about their organization and the job you will be interviewing for. It starts with what I call, “The Single Best Question You Can Ask on Any Interview . . . and When to Ask It,” and continues on with many more questions that you can ask that will offer you a clearer idea of what you will be walking in to should you join their firm.

After all, you don't want surprises any more than they do, right?



# My Story



I've been in the job search business for what, at times, seems like 100 years. As I like to say, "I help the world find work and organizations achieve their objectives by hunting down leaders and their staff."

I wasn't always mature or responsible about my work. As a matter of fact, when I started working in the recruiting field as a 20 year old college graduate, I was pretty arrogant. I didn't really care about the people I was supposed to help and more interested in earning a commission, even if it meant doing things that, today as an adult, I am not proud of.

Easily, I have spoken to hundreds of thousands of people at times when they were laid off, fired, or have just decided that the grass looked greener elsewhere.

When I was in my 40's, I thought of making a career change and becoming a psychotherapist in private practice. I attended Fordham University in New York City where I earned an MSW in Social Work (I say I "earned an MSW" because between working full time in as demanding a profession as mine and attended classes, I also did field work for 15 hours a week).

In August, 2001, I took a huge leap for me and decided to blog about the job market. I thought it would be a good way for people to learn what I thought about the technology job market and, at the same time, get to know me, too. I committed to write monthly about it. Three weeks after writing my first entry, after planes flew into what had been the World Trade Center, I chronicled the impact of 9/11 on the US job market and the mood of the American people. I have been blogging about the job market ever since.

About three years later, I decided that I would write about ways to help job hunters find work. I learned about ezines from [Alexandria Brown](#) who, at that time, was known as [The Ezine Queen](#); she encouraged the idea of writing one to build your business. In October, 2004, I start to blog about job hunting and in January 2005, I launched, Head Hunt Your Own Job, my ezine about job hunting.

Initially, I wrote once a month about how to find a job and struggled to find things to write about. I would write two or three quick stories about job hunting and then breathe a sigh of relief that I had successfully written something useful. I was also amazed that people would sign up to read what I had written. My first issue was delivered to 102 people. Today, several thousand people a week read what is now called No B.S. Job Search Advice™ and email letters of praise for the advice I have given them either in the ezine or by answering questions they emailed to me (if you would like a complimentary subscription, go to [www.JeffAltman.com](http://www.JeffAltman.com) and subscribe).

In 2006, I published “Get Yourself Hired NOW!: The Big Game Hunter's Guide to Head Hunting Your Next Job and Every Job After That!” (available in e-book, print, Kindle and audio formats) and “Get Your Job Search Organized NOW!” (available in e-book format only). They are available at [www.GetYourselfHiredNOW.com](http://www.GetYourselfHiredNOW.com) as are my newer books, “No B.S. Job Search Advice” and “The Single Best Question You Should Ask on Any Interview.”

I am not someone who write a book by going to the library, taking five books off the shelf and saying, “Okay how do you do this?” I'm someone who has been on the other end of the phone when a person called after being laid off, fired, had decided that they had had enough of their boss or had decided it was time to take a step forward professionally.

Whether you fit into one of those categories or something completely different, you will find that No B.S. Questions You Should Ask on Any Interview™ will help you create a favorable impression that earn you more job offers plus give you information that you need to make a good decision.

### **My Request of You**

If you have suggestions of additional questions that could be included in this special report, please email them to [TheBigGameHunter@gmail.com](mailto:TheBigGameHunter@gmail.com) We may not include every question forwarded and appreciate your efforts to contribute.

***Jeff Altman, The Big Game Hunter***

# These Questions Should Be Asked Toward The End of An Interview



“I have a few questions. Is that's OK?”

What are the company's strengths and weaknesses compared to its competition?

How do you see the future for this industry?

How important does senior management consider the function of this department and position?

What is the best thing about working for the company?

What does the company pride itself on?

What is the organization's plan for the next five years and how does this department and job fit into those plans?

Please explain your org structure to me and how I would fit in.

What do you consider to be your firm's most important assets?

What can you tell me about your new product or plans for growth?

How do you rate your competition?

What happened to the last person who held this job?

What were the major strengths and weaknesses of the last person who held this job?

Thinking back to the person who you've seen do this job best, what made their performance so outstanding?



What types of skills do you NOT already have onboard that you're looking to fill with a new hire?

Please describe a typical work day or work week.



Please describe the typical colleague, client and/or customer I would be dealing with?

Who do you enjoy working with the most here? What is it about them that you enjoy?

Do you expect to train someone to do any aspect of the job? Will it be on-the-job training or classroom training?

What would you consider to be the most important aspects of this job?

What are the skills and attributes you value most for someone being hired for this position?

Where have successful employees previously in this position progressed to within the company?

How will my (performance, leadership, etc.) be evaluated and by whom?

Are these team or individual targets?"

What interaction will I have with others on a day-to-day basis?"

What possibilities will exist for me to learn new things? What might I become involved with that I don't already know?

What is the company's policy on providing seminars, workshops, and training so employees can keep up their skills or acquire new ones?

What technology will I be working with?

What are the most immediate challenges of the position that need to be addressed in the first three months?

What would you expect that I would be doing during my first year?

How often would you expect me to see my work completed?

How will my performance be evaluated?



Who will review my work performance?



How often will I be reviewed and based upon what criteria?

What rewards exist for someone who outperforms their peers?

How would you describe the culture here?

How would you describe your management style?

Are there reservations you have about my fit for the position (After hearing the answer, if they've "missed" something about your experience that might eliminate this doubt, tell them. At the same time, maybe they are right in seeing you as being a bad "fit")

When do you expect to make a hiring decision?

"Have I answered all your questions satisfactorily?"

(If there are any reservations expressed, this will give you an opportunity to speak to their questions or concerns)

# No B.S. Questions a Beginner Should Ask

Please describe an ideal employee?

Please tell me about the skills or competencies necessary to perform this job?

How is performance measured and reviewed?

What is a typical day in this job like?

Can you describe the best and worst aspects of this position??





How long do people usually stay in this role?

Why did the last person leave this job?

Please explain your organizational structure to me?

Where does this position fit in?

How many people work in this department?

How important does upper management consider the functions of this department?

(If speaking to human resources to a very senior person) Will I be able to meet the immediate supervisor for this role?

How long have you worked here?

Why do people leave?

What are the company's strengths and weaknesses as compared to the competition?

Who are your major competitors?

What is the vision of the company?

What are the best opportunities in your company for new hires?

Are there major changes in the industry occurring and how is the company responding?