# OFFER ZEN

# Specific questions to ask employers
## based on top decision-making factors:

> *"So, do you have any questions you'd like to ask us?"*

**It's your turn now!** Questions are the best way to demonstrate that you understand the company's challenges, emphasise how you can help the company meet them, and show your interest in the most unmistakable manner possible—by actually asking for the position. Take the time to prepare some questions of your own to ask the hiring manager so that you don't come across as unprepared or uninterested.

In addition to applying for the job, you are interviewing the employer to determine whether the organisation and the role are a suitable fit for you. We'd suggest referring back to your top decision-making factors that you outlined with your Talent Advisor when you began your job search. You can navigate through the following resource and cherry pick some questions that resonate with you and how you're feeling during this point in your job search.

## Salary

"What will the salary for this role be?"

"What is the cadence for having performance reviews?"

"How are performance reviews structured? Who runs them?"

"When are performance reviews?"

"How do you benchmark your salaries? How does the company think about remuneration in general?"

## Benefits

"What benefits are offered at [company name] and how does this impact Cost to Company?"

"Are all benefits compulsory or do employees pick/select their package?"

"Are there any bonuses or pay incentives  over and above the gross monthly salary?
- Are they guaranteed or performance-based?"

## Culture

"What was the last change you implemented based on employee feedback and the impact it had?"

"How does your team deal with production failure? - What is the first thing you do when things go wrong?"

"What does work-life balance mean to you as a company?"

## 😀 Culture (continued)

"What's different about working here than anywhere else I've worked?"

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"How would you describe the work environment here - is the work typically more collaborative or more independent?"

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"From my research, I found that the company seems to be big on communication and teamwork [or other values]. How do you go about maintaining those values with remote work? (OR) Can you describe an example of when communication shaped an important outcome?"

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"What kind of person thrives at your company?"

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## Tech stack

"How do you integrate and deploy changes? Is it CI/CD?"

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"What percentage of maintenance needs to be done on a monthly basis?"

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"What is your tech debt and are you doing anything to address it?"

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"How quickly can you respond to security issues in the code or dependencies?"

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"Are you trying to build everything in-house?"

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"How progressive is [company name] in terms of working with newer technologies?"

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"What programming languages, frameworks, and libraries do you use and why?"

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"What kind of databases do you use and where is the data stored?"

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# Company mission

"What are the company values and how does the company ensure it's upholding its values?" (research their values beforehand)"

"What direction do you see this company heading in over the next few years?"

"What are the current goals that the company is focused on, and how does this team work to support hitting those goals?"

"What is the projected trajectory for the company?"

**Startup Companies:**

"Do you have investor backing?"

"What is your roadmap in terms of future projects?"

"As I am cognisant of the fact that we have an unstable economy right now, how does [company name] think or plan around this in terms of your business?"

# Leadership

"If a staff member comes to you with a problem, how do you usually address it?"

"How would your team describe your leadership style?"

"How do you like to delegate tasks?"

"How do you monitor the performance of individual team members?"

"What has been your greatest learning as a leader?"

"Would your CTO/founders be open to having coffee with an entry-level person?"

## Location

"Is there flexibility in terms of place of work? Are employees in the office every day or are they able to work from home too?"

"How did [company name] deal with COVID/remote-work and how is [company name] set up for remote work?"

"I see that you have multiple locations listed on your website. Is this role specific to this location or can I work in your other offices?"

"What is your office space like?"

"Is parking provided/do I have to pay for parking?"

"Do you offer flexi-hours? (think about dropping off kids/traffic)"

## Remote-first companies

"Is this policy here to stay?"

"How do you keep the culture healthy while working remotely?"

"How do you manage performance in a remote-first world?"

"How do you successfully onboard remotely?"

"Isolation in remote working is a real issue. What sort of strategies/systems are in place to prevent that?"

"Does your company assist employees with a home set-up, including equipment?"

"Would I be meeting members of other teams in a virtual water cooler space?"

# Industry

"What is exciting about X industry?"

"Did you have any exposure to X industry before starting at [company name]? Is it essential/will having no experience hold me back?"

**Consulting Companies:**

"Do you already have a specific project/company that I would be working with?"

"If I am not happy in the position/project is there flexibility to move to a new project?"

"What are the average lengths of projects worked on?"

"Would I be required to work on technologies I don't have exposure to yet?"

# Career growth

"What formal or informal mentorship opportunities does the company provide?"

"What opportunities and routes for career development and skill development are available?"

"If I am interested in practising a newly acquired skill, could I shadow someone to learn more about their work?"

"What types of professional development opportunities are offered and is there an allocated budget?"

"If I was offered this role, is there any training you think I'd need to undertake immediately?"

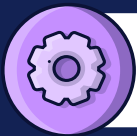"What do you imagine is the career path for someone in this role?"

## Career growth (continued)

"How do you help your team members grow and develop professionally?"

"Can you tell me about your employee performance review processes?"

"How do [company name] perceive career growth and how do you define it in the company?"

## Roles and responsibilities

"Can you tell me more about the day-to-day responsibilities of the role?"

"How will my performance be measured?"

"What is your approach when an employee is underperforming? How do you support them?"

"Can you tell me more about the team I will be working with?"

"How can I impress you in the first 3 months?"

"What is your approach when an employee is exceeding expectations?"

## Meet the team

"What is your favourite thing about working a company X?"

"What does a typical day in [role X] look like?"

"What about your role in the company do you like the most and what do you like the least?"

"If someone in the team were to make a mistake, how is that dealt with?"

## Meet the team (continued)

"How do you stay connected?"

"Feedback loops are sometimes difficult to manage. How does [company name] deal with it?"

"Is there anything you wish you'd known before starting this job?"

## Financial viability of the business

"What are the growth goals of the business and what is the strategic plan in place to get there?"

"What are the key milestones for the company to meet in the next year?"

"Is the company funded and by whom? If not, are there any opportunities for funding if the business were to be breaking even in the future."

"What are the biggest financial opportunities and challenges for the company?"

"Who are the company's principal competitors?"

"Do you see the company ultimately being acquired or going public? When do you think that might happen?"

"What are the company's plans to combat the current/impending economic downturn?"