Questions for You to Ask the Recruiter

1. What attracted you to this company? What do you think its strengths and weaknesses are?
2. What are the most critical factors for success at your company?
3. How would you describe your management style?
4. What are the greatest challenges for entry-level hires within your organization?
5. How would you characterize the organization? What are its principal values? What are its greatest challenges?
6. Can you tell me about the people who will look to me for supervision?
7. What is the company’s customer service philosophy?
8. What is the makeup of the team as far as experience?
9. What does the company value most?
10. What kinds of processes are in place to encourage collaboration?
11. How do my skills compare to other candidates you have interviewed?
12. What kinds of assignments might I expect during the first few months on the job?
13. What characteristics help a person succeed in this field?
14. How often are performance reviews provided?
15. What do you consider ideal experiences for this job?
16. Please tell me about the people with whom I would be working.
17. What would be a typical career path for someone like me entering your organization?
18. Please describe the management style or engineering environment at your organization.
19. What are my opportunities for learning new skills?
20. How much influence will I have over the type of work I will do?
21. May I talk with people who are in a similar work environment in your company?
22. What do you like best about working at ABC Co.?
23. Do you promote from within?
24. What is the next course of action? When should I expect to hear from you?
25. I would like to leave you with some final thoughts regarding my qualifications and enthusiasm for working with your company.

ECS TIPS

Do NOT ask these questions:
- What will my salary be?
- What does your company do?
- Where are you located?
- Do I get paid for overtime?

And the obvious ones not to ask:
- Can I see the break room?
- Are you married?
- How many warnings do you get before you are fired?
- How much vacation will I receive?
- Do I get overtime?