

RESUME OFFICIAL

INTERVIEW INSPIRATION

Based on *your* career
and life values



Did you know that 72% of workers experience something called **shift shock** after taking a new job?

According to The Muse, shift shock is defined as “that feeling when you start a new job and realize, with either surprise or regret, that the position or company is very different from what you were led to believe.”

In other words, it’s when you feel **catfished** upon starting your new job.

Part of the problem is that job seekers are **so** focused on sounding impressive, they end up asking questions that get them answers they don’t care about. This is the **only chance** you have to find out some critical information about this organization and team before joining them for 40 hours a week – yikes!

While I love the initiative to research good questions to ask (and look – you’re doing it now!), many of us are guilty of forgetting to look inward first.

That’s where I come in – I’ve compiled a list of interview questions you could ask based on what’s important to you.

Values Based

Interview Questions



Work Life Balance

- How do you ensure work life balance for both yourself and your team?
- What will a typical workweek look like in this role?
- Is the schedule flexible, and are employees able to adjust their hours if needed?



Company Culture

- How does the company recognize and reward employees?
- What are the company's core values, and how will they be reflected in this role?
- Can you share an example of how this role may work cross functionally?
- What steps has the company taken to ensure an inclusive working environment?
- Can you describe the typical onboarding process for new employees?
- How does the company invest in innovation?



Management Style

- What is the reporting structure for this role?
- What is the team's biggest priority, and how will this role contribute to it?
- How does the leadership team communicate with employees?
- How often would I have one on one meetings with my manager in this role?
- What is your leadership philosophy?



Career Advancement

- Can you share examples of employees in this role and how they have advanced in the company?
- Are there formal (or informall!) leadership or mentorship opportunities available?
- How is performance measured and reviewed, and how often can I expect feedback?
- How does this role interact with senior leaders?
- Will there be opportunities to lead projects or take on stretch assignments?
- Does the company support continuing education, including training or certifications?
- How does the company determine salary increases and bonuses?
- Are there opportunities to attend industry conferences and networking events?



Team Dynamics

- Can you describe the team's structure and how this role fits in to it?
- What strategies does the team use to stay connected and up to date on projects?
- What projects has this team successfully executed in the past?