Responding to "Do You Have Any Questions?"

The interviewer has finished asking their questions and turns it over to you. Answering "No, I think you've covered everything" is a missed opportunity. Interviewers judge your interest, curiosity, and preparation by the questions you ask. Use the 25 questions below to show you have done your homework.

BENEFITS OF ASKING QUESTIONS

- Demonstrate genuine interest in the role.
- Learn more about the company, its products, services, and history.
- Understand the job, the work environment, and the attributes the interviewer values most.
- Get a sense of your potential supervisor and the people you would work with.
- Build rapport with your interviewer, which can improve your chances of a second interview.

A note on money and benefits

Avoid asking about salary, benefits, or time off in a first interview. Your questions should focus on the job and your desire to do it well. Until you have an offer in hand, it is not about what the company can do for you - it is about what you can do for the company.

COMPANY QUESTIONS

Q1 – Q5

1. What kind of growth has the company experienced over the last one to two years?
2. Which product or service areas are you most excited about?
3. Which products or service lines is the company most focused on moving forward?
4. What are some of the key competitive threats the company is facing?
5. Every organization has a unique culture. How would you describe yours?

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JOB CONTENT QUESTIONS

Q6 – Q9

6. I understand no day is typical, but how would you describe a typical day in this role?
7. What do you believe are the key priorities for this position?
8. What would you expect this person to accomplish in the first 60 to 90 days?
9. Could you outline the reporting structure for this role?

WHAT THE EMPLOYER IS LOOKING FOR

Q10 – Q14

10. What characteristics have been most appreciated in the people who have done this job well?
11. How have top performers in this role grown into added responsibilities and opportunities? (Avoid asking "When could I be promoted?" - it can come across as pushy.)
12. How will success be defined for the person in this role?
13. What happened to the last two people who held this job?
14. What trouble spots would you like the next person in this role to avoid or improve upon?

SHOWING INTEREST IN THE INTERVIEWER

Q15 – Q18

15. Would you mind sharing your own career path and what brought you to the company?
16. What have you liked most about working here?
17. What, if anything, has surprised you about working here?
18. What changes have you seen since you joined?

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THE SUPERVISOR AND THE TEAM

Q19 – Q22

19. How would you describe the supervisor's management style?
20. Could you describe the personalities and work styles of the people this position works with most closely?
21. Are there any challenges I should be aware of?
22. What personality and work styles have worked best with the supervisor and the team?

THE HIRING PROCESS

Q23 – Q25

23. How far along is the company in the hiring process for this position?
24. Is anyone being seriously considered at this point?
25. When do you hope to make a decision or bring candidates back for a second interview?

Pro tip: prepare three to five questions in advance

Write them down and bring them with you. Referring to notes shows preparation, not weakness. Listen closely during the interview, too - some of your best questions will come from what the interviewer shares, and skipping ones that have already been answered shows you were paying attention.

In Closing

Clearly express your interest in the position and recap what you can contribute to the company. Then ask about next steps - and thank the interviewer for their time.

QUESTIONS? ASK YOUR RECRUITER

P 713.935.0009
W murrayresources.com

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