

Kennedy Career Enhancement Series

Questions to Ask in Interviews



If you are like most people, you may struggle to determine what you can and should ask at the end of your interview. While you should reflect on the job description, your interest in this role, the organization's brand and more, we recommend that you create and ask questions that will help you decide if the organization will be a good fit for you. Asking questions also shows the interviewer that you are interested in the position. Provided below are sample questions.

Questions to Ask

What is your timeline for making a decision, and when can I expect to hear back?
How is feedback provided to employees?
What is the onboarding or mentoring process for new hires?
How is success defined in this role? What deliverables will be expected from me in this role?
What is the biggest challenge you are facing right now? How will I be able to address that challenge through this role?
What is the organization's strategic plan? (If it cannot be determined through your research) How will my work contribute?
What is the most unexpected lesson you have learned while working here?
What opportunities will I have to take on new projects outside of my immediate job description?
How is knowledge shared and documented across projects?
Do you have any hesitations about my qualifications?
What are the known or anticipated challenges of this position?
What qualities have you observed in individuals who succeed here?
When your staff comes to you with a conflict, how do you respond?
If hired, what are the most important things you would like me to accomplish in the first six months?
Is there an opportunity to work remotely?
What is one thing you really like about working at the company?
What brought you to this organization and what has made you stay?

*** It is not advisable to ask for salary information on the first interview***

Additional Resources

For Pharmacy Students (can be applied to residency or fellowship programs):

<https://www.pharmacytimes.com/contributor/alex-barker-pharmd/2016/03/8-questions-to-ask-during-a-pharmacy-school-interview>

Pharmacy Times Example Questions: <https://www.pharmacytimes.com/contributor/michael-crowe-pharmd-mba-csp-fmpa/2018/05/unemployed-pharmacist-interviews>

Pharma Applicant Questions: <https://www.biospace.com/article/16-questions-top-pharma-applicants-should-ask-during-the-job-interview-/>

General Questions: <https://www.indeed.com/career-advice/interviewing/good-questions-to-ask-at-the-end-of-an-interview>