

Questions to ask in an interview

When an interviewer asks you if you have any questions, this is your chance to find out just how progressive the company is when it comes to Diversity, Equity, and Inclusion (DEI). Not only is it a chance for you to find out more, but it also shows the person interviewing you that you have a genuine interest in their company.



Here are some questions that you can take into your next interview.

- What are the expectations in the first three months?
- How do you measure success?
- How would you describe the culture?
- Can you describe some of your company's core values?
- Why did you join the company and what has kept you here?
- What are the opportunities for professional development?
- What does your company do to ensure inclusiveness?
- Are there any programs or initiatives in place geared toward promoting diversity?
- Are there training programs to help create an inclusive work environment?
- Are there flexible working arrangements available?
- Can you tell me more about X (e.g. parental leave) benefit or policy?
- Do you have targets for gender balance and/or women in leadership?
- Are you open to training the right candidate for this position?
- Can you tell me a bit about the team I would be working with?
- How and when is feedback provided to employees?
- What are the next steps in the hiring process?

Keep in mind that it is not all about what they say, but also how they say it. If the interviewer can't answer a question around the company's culture, benefits or policies, or they stumble their way through an answer, it may be a sign that those issues are not a priority. If the company has something to be proud of when it comes to promoting DEI, they will be keen to share it with you.

WORK180 has your back when it comes to job searching. We've asked the hard questions for you to ensure our endorsed employers are proud to support diversity, inclusion, and flexibility - and most importantly, your success. To view and apply for a job through WORK180 visit work180.co.