

Phone Screen & Onsite Interview Questions

Let's face it, while looking for a job, the interview process can be quite daunting. At the end of your interview, have you ever been asked if you have any questions for the hiring manager? I have, and let me tell you, I've scrambled many of times thinking of the perfect questions I want to ask in hopes that I leave a lasting impression.

Through my years of recruiting and personal interview experience, I have created a list of question to ask hiring managers at the end of your interview. Once I developed a solid list of questions, I now get excited when it's my turn to learn more about the company and expectations of the role.

Feel free to review and use the questions outlined below. There are two sets of questions. Set one are great questions to ask during the phone screen process and set two are great questions to ask during your in-person interview.

Set 1: Phone Interview Questions

Is the position onsite or is there flexibility for hybrid or remote schedule? (Remote/Onsite)?

Next Stages in the Interview Process?

What is the allocated salary range or budget for this position?

Is there a sign-on bonus?

What's included in the Benefits Package?

Set 2: Onsite Interview Questions

What sparked your interest in my resume?

What does training consist of?

What is the day and life of this role?

What is your expectation for the hire in this role?

How does a person succeed in this position?

How long is the probation period?

What are your top three goals for the person that steps into this role?

How is performance measured?

What is your typical merit increase percentage?

What does the bonus structure consist of?

What is your management style?

What do you enjoy most about your position and the company?

Do you have any additional questions for me?