

Manager Questions (if you feel it appropriate):

- How would you describe your management style? What do you view as your strengths and weaknesses?
- How do you handle differences in direction with your staff? Can you give me some specific examples?
- What are your expectations regarding communication (and the mechanism) with staff on project progress and issues?
- What are your expectations for project reporting and what tools do you employ to monitor project progress? Who is responsible for updating project progress/tasks?
- What specific level of involvement do/will you have with my work?
- What is the opportunity for growth/career progression?
- Does COMPANY sponsor professional development/continuing education?
- How often are performance reviews given?

Manager or Peer Questions:

- Please give me your opinion of the group's chemistry and working relationship. What are the group's biggest challenges?
- How would you describe a typical day in this position?
- What type of customer interface will this position have?
- What do you feel will be my greatest challenge(s) the first 6 months I'm on board?
- Where can I help you the most day one – where is your pain?

Personal Questions:

- What is your background and experience prior to COMPANY?
- What do you like best about COMPANY?
- What do you like least about COMPANY?
- What has been your biggest challenge here at COMPANY?
- What one thing would you change about your position or the company?

Company Specific Questions:

- Where is COMPANY strategically positioned in their market-space?
- What are the barriers to entry (if any) to COMPANY market-space?
- What type of investment has COMPANY committed to future/new product development?
- What new product lines/specific system solutions are planned or have been announced recently?