THE IMPORTANCE OF INTERVIEWING YOUR PROSPECTIVE EMPLOYER

When you’re searching for a job, it’s easy to get caught up in the “just give me the job” mentality. You feel like you’d do anything to fill the spot. But it’s important to remember that while the employer is looking for the right candidate, you are looking for the right employer. Before you accept an offer, be sure to check out the workplace culture and get to know your potential boss. It could mean the difference between loving and hating your new job. Here are some tips to help you get the information you need.

Do Some Investigating

- Try to get a grasp of your boss’ management style. People leave managers, they do not leave companies. Do not underestimate how important it is to be able to relate to your manager. Are they someone who likes to “micromanage” their staff or do they prefer their employees to work independently?
- Find out as much as possible about the corporate culture. How do they make decisions? Will your style fit in this new setting? You should look at sites like Vault and Glass Door for some of this information.

Ask the Right Questions

Here are some tough, but fair questions you can ask throughout the interview process:

- How will you measure success? What will be the metrics?
- What is the turnover? Why do people leave this organization?
- What do you see as the top three priorities for the person in this position?
- What do you see as the company’s biggest challenges?

Before you say “yes” to a job offer, make sure you’re making an informed decision. Investigate the company culture and your boss’ management style to see if you could be truly happy in the position.