

## **9 Must-Ask Questions for HR With Follow Up Questions**

### **About the Role and Expectations**

#### **1. Can you describe a typical day in this role?**

This question helps clarify daily responsibilities beyond the job description. It also provides insight into workload, collaboration, and key priorities.

**Follow-up:** "What are the key priorities you would like someone to focus on in the first 6 months?"

#### **2. How is success measured for this position?**

Understanding performance expectations will help you determine how your work will be evaluated and what key performance indicators (KPIs) you will be responsible for.

**Follow-up:** "Can you provide an example of a top performer in this role and what they did differently?"

#### **3. What are the biggest challenges someone in this role is likely to face?**

Knowing the common hurdles of the position helps you assess whether you are well-equipped for the role and how the company supports employees in overcoming these challenges.

**Follow-up:** "How does the team typically overcome these challenges?"

### **About Company Culture and Leadership**

#### **4. What do you enjoy most about working here?**

Hearing HR's personal perspective can give you an authentic sense of the work environment and company culture.

**Follow-up:** "What aspect of the company culture do you think is most unique or different from other places you've worked?"

#### **5. How would you describe the company's culture?**

A well-defined company culture promotes engagement and retention. This question will help you determine if the work environment aligns with your values and work style.

**Follow-up:** "Can you give an example of how the company culture is demonstrated in day-to-day activities?"

## **6. How does the company handle feedback and employee concerns?**

This question provides insight into how open and responsive the organization is to employee input, which is crucial for long-term job satisfaction.

**Follow-up:** "Can you share a situation where employee feedback led to a positive change or improvement?"

## **7. Can you share an example of how leadership supports employee well-being and work-life balance?**

Rather than a generic response about policies, this question encourages HR to provide real-life examples of how leadership actively promotes a healthy work environment.

**Follow-up:** "How does the company measure the success of its work-life balance initiatives?"

## **About Career Growth and Challenges**

### **8. What career development opportunities does the company offer?**

A company that values its employees invests in their growth. This question will help you assess training programs, mentorship opportunities, and pathways for advancement.

**Follow-up:** "How are mentorship or professional development programs structured, and what's the typical trajectory for someone in this role?"

### **9. What are the biggest challenges the company or team is currently facing?**

Understanding workplace challenges provides insight into stability, leadership, and future growth opportunities. It also shows whether the company is transparent about potential obstacles.

**Follow-up:** "What steps is the company currently taking to address these challenges?"

Now that you have a strong set of questions to ask, it's equally important to know how to ask questions to HR with real tips you can try out.

## **Bonus Tips: How to Ask Better Questions to HR**

### **1. Use the "Layered Questioning" Technique for Deeper Insights**

Most candidates ask broad, surface-level questions that lead to rehearsed responses. To get more meaningful answers, structure your question in layers.

### **2. Frame Questions Around Challenges, Not Just Features**

Companies love talking about perks, but real insights come when you ask about obstacles. This method helps you assess transparency, work environment, and growth opportunities.

### **3. Ask for Comparisons to Uncover What Makes the Company Unique**

HR interviews often focus on why the company is a great place to work, but without comparison, their answers lack context. A comparison-based question makes it easier to identify if the company's values truly align with your career goals.

### **4. Make Your Questions Conversational, Not Interrogative**

HR interviews should feel like an engaging discussion, not a rigid Q&A session. The way you phrase your questions impacts the depth of the response.

### **5. Close with a Strategic Reflection Question**

End your interview by asking a question that leaves a lasting impression. This gives HR a chance to offer additional insights while reinforcing why you'd be a great fit.

By asking thoughtful, well-structured questions, you gain a clearer picture of the company while positioning yourself as a proactive, insightful candidate. Now, let's tackle some frequently asked questions about HR interviews.