**Some questions to help you find your questions to ask in a job interview**

To find your own, relevant questions to ask in a job interview, it can be helpful to realize that you are not just looking for ‘any job’; you are looking for a job where you feel you:

* can truly add something useful, given your motivation and strengths, to the organizational goals, the team, the clients, the ……. ………..:
* will be able to learn, develop and grow.

If ‘knowing ‘what and how you could contribute’ and ‘what and how you could learn’ are important criteria, than you will want to know (for example):

* What challenges, developments and goals the organization has focused on in the past year (the past);
* What the current challenges, developments and goals are (the present);
* What the plans for the near future are (the future).

Some examples of questions for each of these categories:

**Past**

* What were the biggest issues and challenges for the organization in, let’s say, the past year? How has the organization handled these, what worked well, what was successful?

**Present**

* What internal and/or external issues, challenges, goals are raising attention now and why?
* How will the organization approach these issues? What do they mean in terms of opportunities and threats, both for the organization as a whole and individual staff?

**Future**

* What are the plans for the coming year/near future and why? How could/will the role I am are applying for, contribute to these plans?
* What should I accomplish in the role in the coming year to make you say: ‘this has been a fantastic choice’?