

Nine Common Interview Questions That Leave A Poor Impression

Job searching can be a nerve-wracking experience for many people. Dealing with a resume, preparing for an interview and then completing an interview can get the best of anyone. However, there is a lot that you can do to prepare. The easiest way is to think about the questions that you will ask at the end. These days, employers expect that you will ask questions, so it is best to be ready to do so.

We reached out to members of the Forbes Coaches Council to ask about the worst questions that they've heard potential employees ask during an interview. The answers aren't meant to discourage, but they are meant to help you better think of questions that will leave a lasting, positive impression on your interviewer.

1. What Exactly Does This Company Value The Most?

I often see this question suggested to candidates to ask in a job interview. But the reality is that this just shows you haven't done your research. Company values are often displayed on their website, and you should have already learned them so that you can show how your skills, experience and personal qualities exhibit these and that you are a good fit. - Gordon Tredgold, Leadership Principles LLC

2. Tell Me More About The Company Culture.

You are expected to know about and be able to articulate what the company culture is like before you interview. Recruiters and hiring managers want to know that you already "get it" when it comes to culture. Noticing it through the web and through people who work, or have worked, at the organization is expected. Coy questions about culture and environment may seem to be in vogue, but they usually don't work. - John M. O'Connor, Career Pro Inc.

3. Are There Any Reasons I Wouldn't Be Considered For The Position?

Avoid ending your interview by asking if there is any hesitation about you as a candidate. The interview should be focused on why you are the perfect fit for the company and position. Consider instead asking: "Three months from now, how will you know you hired the right person for this position?" This ends the interview on a positive note and ensures you have a clear vision of what success looks like. - Kyle Elliott, MPA, CHES, Kyle Elliott Consulting (CaffeinatedKyle.com)

4. What/How Can I...?

One of the most frequent mistakes I see is asking the interviewer questions too early in the process. These questions are fine, but at the appropriate time, which is generally after an offer is received. Keep the focus on demonstrating your value and learning more about the organization's needs. Save questions about compensation, benefits and remote work options for later steps in the process. - Candace Barr, Strategic Resume Specialists

5. Am I A Good Fit For This Position?

Candidates must assess whether a company is a good fit for them during the interview process and should feel empowered to ask questions (other than salary/benefit questions before an offer). Do not show up to the interview and only answer questions. Instead, engage in conversation, ask questions and

show your knowledge about the company. Showing up authentically will lead to a better fit in the long run. - Jean Ali Muhlbauer, The Muhlbauer Companies, LLC

6. What Do You Like The Most/Least About Working Here?

This kind of question is a waste of time. The main goal of every interviewer is to put the role, organization and culture in a positive light, particularly if you are a desirable candidate. So, do not expect the unvarnished truth or waste the opportunity on a question where you can get good business intelligence. Instead, ask questions that demonstrate your research on the industry and their company. - Loren Margolis, Training & Leadership Success LLC

7. What Is The Compensation Package?

This includes benefits, vacation, sick time and pay. Invest the time you have ensuring the company matches your core values, the manager is someone you can respect and learn from, and the position is one you can be passionate about for years to come. Otherwise, you demonstrate that you're more interested in what the company can do for you rather than what you can do for the company. - Stacey McKibbin, R3 Team

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8. How Will We Measure My Success in this Role?

Rather than asking this clichéd question, which rarely results in an actionable answer, take the opportunity to demonstrate you understand the role and the company. Say, "After talking with you today, it seems there are some keys to success for whoever takes this role here at ABC, Inc. Do we have a few minutes to go over my thoughts?" Candidates rarely take this approach, so you're sure to impress. - Mark S. Babbitt, YouTern

9. What Is The Next Step After This Role?

We all know the purpose of this question: to show you are thinking long-term. However, poorly executed and to the wrong hiring manager, it could be an indicator that you are not really keen on the role at hand and already thinking of how to get out of it. I would suggest reframing to: "After three to four years of success in this role, what you would want me to do next for you?" - Tyron Giuliani, Selling Made Social

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