CHEAT SHEET · COMMENT KEYWORD: AVOID

WHAT NOT TO ASK AND WHAT TO ASK INSTEAD

Not wrong questions. Wrong person, wrong time. Here's what to say instead in your early rounds.

DON'T ASK	ASK INSTEAD
Salary (to the hiring manager, in early rounds)	Ask HR, or after you get the offer. In campus placements, CTC is usually disclosed upfront.
Leaves and work from home policies	Ask HR, or once you have the offer. Lead with interest in the work first.
"When will I get promoted?"	"What did people who grew fast in this role do differently?" Same information, shows ambition.
"Do you have any hesitation in moving me forward?"	"Is there anything about my experience you'd like me to explain better?"
"How did I do?" or "Am I selected?"	Don't ask. Ask HR: "What's the timeline for a decision, and what are the next steps?"
Anything a quick Google search could answer, like "What does your company do?"	Do the research first, then go one level deeper: "I read about X. How does that affect this team?"

THE WORST ANSWER OF ALL

"No, I don't have any questions."

It signals zero curiosity, and curiosity is the first thing I look for in a candidate. If your questions were already answered, pick something they said and ask them to go one level deeper.

WANT TO BE FULLY PREPARED?

Watch the full video for the questions to ask HR, the hiring manager, teammates and leadership.
youtu.be/4fEZ3nRj8VA