



### Be prepared to answer questions like:

- Why are you planning to leave your current employer? How soon?
- Have you tried to solve your personal dissatisfaction with your current employer? How?
- Anything they can do to change your mind? What?
- If you managed your current company, how would you change how they do business? How about the positive things they do? What irritates you the most?
- What are your personal thoughts regarding your current employer?
- How successful, in your opinion, have you been?
- Is your current position different than what you anticipated when you accepted their offer? How different?
- How would you describe your personality? How would your current employer describe it?
- What would you say is a couple of major contributions you have made recently? What are you most proud of?
- How is your compensation structured? Any incentives or bonuses? Other salary benefits?
- Share your expectations of this position with me? What areas would most interest you?
- How did you perceive us, prior to visiting on site? Being candid, how about now?
- How would you describe your performance with your current employer?
- How would your current employer describe your performance?
- Will your current employer provide good references? At least one manager we can speak with?
- If you stay with your current employer, what would your next opportunity be? How soon? Over the next three years... what would you anticipate? Anything holding you back?
- How many salary increases came from promotions, and how many from merit? Describe them.
- Why are you here (what interested you, what do you know about us)? Any concerns that you want explained?
- Have you ever accepted a counteroffer? If so, why? Would you do it again?
- Any other any items we didn't cover (or that didn't appear on your resume) that would put you in front of other candidates we have interviewed?
- What motivates you (technology, recognition, money, location, environment, other)?
- What do you enjoy doing for recreation? Favorite hobby?
- Are you interested in our opportunity? Do you have questions I haven't answered? Need to speak with anyone again for clarification or expansion on their comments?
- How soon are you available to start if we make an acceptable offer? What, in your opinion, is an acceptable offer?
- Do you need anything special, like special schools or medical facilities for your family?
- Who else are you interviewing with? (*legitimate question, because it alerts them to competition for you... and how fast they would have to react*).
- Based on our meeting, what are your parting thoughts relative to our opportunity? Company? Any expectations we didn't cover?
  - If we decide that you're the right person, anything that would preclude you from joining our team? Are you ready to move? Family OK with our location? Be candid with us.
- Do you think this opportunity will enhance your career? How?

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