

GET THE JOB

How to Evaluate the Employer

What to Watch for — and What Questions to Ask

Most job seekers focus on making a good impression during interviews — but the employer should be doing the same. Interviews are a two-way street. While the company is deciding if you're right for the role, you should also be deciding if the role is right for you.

Beyond reviewing the job description, the interview is your best chance to learn how the company operates, how employees are treated and whether the culture fits your values. Paying attention to details — and asking thoughtful questions — can help you make a more informed decision.

WATCH FOR CLUES IN THE PROCESS

How the employer handles the interview process can reveal a lot. Was scheduling clear and respectful? Were interviewers prepared and on time? Do they seem interested in getting to know you — or just rushing through questions?

Pay attention to how the team interacts with one another. If you're meeting with multiple people, note the tone they use when talking about the company or each other. Are



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they professional and engaged, or guarded and disconnected?

Even the way the company communicates between interviews — through emails or follow-ups — can tell you something about its internal organization and priorities.

ASK THE RIGHT QUESTIONS

You don't need to grill the interviewer, but asking a few well-placed questions can give

you useful insight. Consider asking things like:

- “How would you describe the team's working style?”
- “What does success look like in this role after six months?”
- “How does the company support professional development or growth?”

If culture is important to you, ask about how the team handles challenges or how leadership communicates with staff. You might also ask why

the position is open — whether it's a new role or someone left it — and what the company hopes the next person will bring to the table.

Good interviewers will appreciate your curiosity. It shows that you're not just eager to land a job — you're invested in finding the right fit.

TRUST YOUR GUT

Sometimes, something just feels off. Maybe the answers are

vague. Maybe the team seems disconnected. Or maybe your questions are brushed aside.

If something doesn't sit right with you during the interview, it's OK to step back and reevaluate. A job might look good on paper, but if the interview leaves you with more doubts than excitement, trust your instincts.

Remember, you're not just hoping they'll choose you — you're choosing them too.