



Jamie Adams: Senior VP
Brian Davis: VP Healthcare
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Management

How does upper management view the role and importance of this department and this position?

Could you describe your company's management style and the type of employee who fits well with it?

Organizational

What is the organization's plan for the next 1 and 3 years, and how does this department fit in?

What are strengths and weaknesses compared to its competition?

Personal

What do you most enjoy about your work with Scorpion Designs? What are areas of opportunity that you feel that can be improved on in the department and will my role be able to contribute in that area?

Career

How will my leadership responsibilities and performance be measured? By whom? 90 day? Annual review?
How does a person advance and what performance markers are to be met or exceeded? Are there any examples? -- Where have successful employees previously in this position progressed to within the company?

Are there specific criteria upon which I would be evaluated? And how frequently is formal and informal review given to new employees?

What are the most immediate challenges of the position that need to be addressed in the first three months?

What are some of the skills and abilities necessary for someone to succeed in this job?

What is the company's policy on providing seminars, workshops, and training so employees can keep up their skills or acquire new ones?

How much guidance or assistance is made available to individuals in developing career goals?

Are there specific professional organizations employees have been encouraged to join?

Can you describe an ideal employee?

Is this a new position? If not, what did the previous employee go on to do?

How many people work in this office/department?

If I am extended a job offer, how soon would you like me to start?

When can I expect to hear from you?

Now that we had a better chance to learn from each other what part of our discussion today impresses you most about my credentials and how I can fit within the organization?

Is there anything from our discussion today or on my resume that would prevent me from moving forward?

THANK YOU!

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19th Annual Communicator Award of Distinction

2013 IAC Award for Best Marketing Website

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- MORE BUSINESS
- WEBSITE DESIGN
- SEARCH ENGINE OPTIMIZATION
- SEARCH ENGINE MARKETING
- CONTENT MANAGEMENT
- CONTENT WRITING
- BLOGGING & COMPANY UPDATES

SOCIAL MEDIA