

3 Crucial Job Interview Questions Asked in the Final Round

When you make it to the final round of interviews for that once-in-a-lifetime position it's crucial to differentiate your candidacy from your competition. You may think that the best way to accomplish this is to have all the "right" answers to the interview questions you may be asked. However, there always comes a point in the interviewing process when you're asked if you have any questions. Here are a few questions to ask that may help set you apart from your opponent and score a knockout in the final round.

How would you describe the organizational culture here at ABC Company and how would you like me, as your new hire in this position, to influence it?

Asking this two-part question is providing your future employer with several insights and impressions of you. It provides the impression that you're concerned (or at least curious) about the overall culture of the organization and that you have the drive to have an impact on it. It implies that your presence will stimulate change and progress. Usually you only need to ask the second part of the question because the previous rounds of interviews most likely provided a comprehensive overview of the culture already. Their answer to the above question will hopefully provide some useful information on what to expect.

A maxim to keep in mind when seeking any new position is: *The grass is always greener on the other side because there's probably more manure.* The above question helps you at least know what to look out for when *stepping into* the new position.

What are your career plans in the next three to five years?

This question is reserved for the chief executive and/or your potential new boss. You don't want to be involved in the ole "bait and switch" where the person you've chosen to be your next boss is now retiring or being re-organized away from you just weeks into your employment. Better to find this out prior to making your decision to join the organization than to be left hoping the roll of the dice doesn't come up craps. [In case you missed it above...yes, *you are interviewing to choose your next boss.* This is a highly recommended point of view for any final round candidate.]

What are your reservations about me as a candidate for this position?

In other words, "why wouldn't you choose me over the other candidates for this position?" *You are selling yourself and the last thing you want to leave behind is unanswered objections* to your "product." You may see some pretty shocked faces in the room when asking this question in a group interview. It takes chutzpah to ask it and it may be too blunt to ask in some circumstances. Most of the time they provide the objections they have and then you have the opportunity to answer those objections directly before they make their decision to hire. If you don't ask then, you may never have that opportunity to clear up any misperceptions or issues. Sometimes they will side step answering it and just say they "have several candidates in mind and will let you know." If the answer to the question is: "we have none", then you likely have the upper hand in negotiating your new compensation package. By asking the question, you leave them with the impression that you don't leave anything to chance and will not hesitate to ask the tough questions when the chips are down.

Tips: If at all possible, you should reserve these questions for the highest-ranking leader or the direct supervisor to the vacant position (i.e., your potential new boss.) These questions can be effective when interviewing for positions at any level within an organization.