



## Ask Tough Questions

(Rody Grant) Glass Door is one of several websites and social networks out there that allow you to research a company and hear about what's working and what's not. Where some of the struggles are and why employees like working there or don't.

I wouldn't shy away from asking the tough questions during the interview. As to why on Glass Door, for instance, is their ranking so low? Or wow, I was impressed to see on Glass Door that your CEO is very well respected. I mean those are things that again tell me you've done your homework, you've looked into this, you're not just showing up and hoping things go well.

Then as you prepare for the interview, with a big company or a small, ask if there's any alumni from your school there, they'd probably be very willing to give you some insight, and help you prepare for that interview. Share their mission statement, talk about what's going on. And both the challenges for that organization as well as those things that are important to them. If you know that going into the interview, you're going to be in a much better position to nail the interview and do well and get the result you're looking for.

Someone who comes in and has done their homework, has researched online, that's kind of the bare minimum, but also has spoken with other employees, and has talked to people within the company about again what our strengths are and what are some of our struggles at the moment. That helps immensely.