

killer questions to ask at the end of an interview

Killer Questions to Ask at the End of an Interview: Unlocking Your Next Career Move

killer questions to ask at the end of an interview can make all the difference between leaving a lasting impression and fading into the background. While many candidates focus heavily on preparing answers, the questions you pose to your interviewer reflect your genuine interest, critical thinking, and cultural fit for the company. Asking insightful questions shows that you've done your homework and are seriously considering how you can contribute to the organization. In this article, we'll explore some of the most effective questions to ask at the end of your interview, why they matter, and how they can help you stand out in a competitive job market.

Why Asking Killer Questions Matters

Interviews are a two-way street. While employers assess your skills and experience, you're also evaluating if the company aligns with your career goals and values. Asking thoughtful, killer questions to ask at the end of an interview achieves several key things:

- Demonstrates your engagement and enthusiasm for the role
- Helps you gain deeper insights into the company culture and expectations
- Allows you to clarify any uncertainties about the position or team dynamics
- Creates a memorable interaction that distinguishes you from other candidates

Instead of sticking to the typical "What are the next steps?" or "Can you tell me more about the company?", dive into questions that reveal your strategic thinking and curiosity.

Types of Killer Questions to Ask at the End of an Interview

Not all questions carry the same weight or impact. To maximize your interview impression, consider a range of questions that cover different aspects of the role and organization.

1. Questions About the Role and Responsibilities

These questions signal that you're thinking about how you'll fit into the position and contribute from day one.

- What does a typical day or week look like for someone in this role?
- What are the immediate challenges that need attention in this position?
- How will success be measured in this role within the first six months to a year?

2. Questions About Team Dynamics and Management

Understanding the people you'll work with and the leadership style can help you assess cultural compatibility.

- Can you tell me about the team I'll be working with?
- How would you describe the management style of the person I'd be reporting to?
- Are there opportunities for cross-departmental collaboration?

3. Questions About Company Culture and Values

These reveal your alignment with the company's mission and work environment.

- How does the company support professional development and continuing education?
- What are some of the company's core values, and how are they reflected in day-to-day operations?
- How does the organization foster diversity and inclusion?

4. Forward-Looking and Strategic Questions

Showing interest in the company's future and your potential role in it highlights ambition and forward-thinking.

- What are the company's biggest goals over the next year, and how does this department contribute?
- How do you see this role evolving over the next few years?
- Are there opportunities for growth or advancement within the team?

How to Tailor Killer Questions to Your Interview

While having a list of great questions is helpful, the key is to customize them based on the flow of your interview and the research you've done on the company.

Do Your Homework

Before the interview, study the company's website, recent news, and reviews on sites like Glassdoor. This background knowledge allows you to ask specific questions that demonstrate your genuine interest and preparation.

Listen Actively During the Interview

Pay close attention to what the interviewer shares. You can craft follow-up questions or ask for elaboration on points that intrigue you. This approach

shows you're engaged and adaptable.

Balance Curiosity with Professionalism

Avoid questions about salary or benefits at the early stages unless the interviewer brings them up first. Instead, focus on questions that showcase your desire to add value and grow within the company.

Examples of Killer Questions to Ask at the End of an Interview

To give you a practical advantage, here are some standout questions categorized by intent:

Understanding Role Expectations

- What qualities have made previous employees successful in this role?
- What are the biggest obstacles someone in this position might face?

Insight into Team and Leadership

- How does the team celebrate successes or handle setbacks?
- What's the preferred communication style within the team?

Company Vision and Culture

- How does the company support work-life balance for its employees?
- Can you share an example of how the company has demonstrated its commitment to innovation?

Personal Growth and Development

- What learning and development opportunities does the company provide?
- How do you support employees in setting and reaching personal career goals?

What to Avoid When Asking Questions

Even with killer questions at your disposal, certain pitfalls can undermine your effort:

- Asking questions that can be easily answered by a quick online search
- Inquiring about salary, vacation time, or other benefits too early
- Overloading the interviewer with too many questions—limit yourself to 3-5

thoughtful ones

- Steering the conversation toward topics unrelated to the role or company

Making Your Questions Memorable

To elevate your questions from good to killer, consider incorporating the following tips:

- ****Be authentic:**** Ask questions that genuinely interest you rather than what sounds impressive.
- ****Connect your questions to your experience:**** For example, "Given my background in X, how might I best contribute to Y?"
- ****Show enthusiasm:**** Phrase your questions in a way that reflects excitement about the role.
- ****Follow up:**** If the interviewer provides an interesting answer, engage with a brief follow-up to deepen the conversation.

These small touches make your interaction more dynamic and memorable.

Final Thoughts on Killer Questions to Ask at the End of an Interview

By the time you reach the end of an interview, you've already shared your qualifications and personality. However, the killer questions to ask at the end of an interview allow you to flip the spotlight and demonstrate your proactive mindset and thoroughness. They empower you to gather essential information to make an informed decision while reinforcing your suitability for the role. Next time you prepare for an interview, remember that your questions can be just as powerful as your answers—choose them wisely and watch how they open doors to your next career opportunity.

Frequently Asked Questions

What are some killer questions to ask at the end of an interview?

Some killer questions include: "Can you describe the team I'd be working with?", "What are the biggest challenges someone in this position would face?", and "How do you measure success for this role?" These questions show your interest and help you understand the role better.

Why is it important to ask questions at the end of an interview?

Asking questions at the end of an interview demonstrates your enthusiasm, shows that you've done your homework, and helps you determine if the company and role are the right fit for you. It also creates a two-way dialogue, making the interview more engaging.

Can asking killer questions improve my chances of getting hired?

Yes, asking thoughtful and relevant questions can leave a positive impression on the interviewer. It highlights your critical thinking skills, genuine interest in the role, and preparedness, all of which can improve your chances of being hired.

What are some questions to avoid asking at the end of an interview?

Avoid questions about salary and benefits too early unless the interviewer brings them up. Also, steer clear of questions that can be easily answered by researching the company website, or that may come across as negative or confrontational.

How can I prepare killer questions before an interview?

Research the company's mission, values, recent news, and the job description thoroughly. Based on this, prepare questions that reflect your curiosity about the role, team dynamics, company culture, and future growth opportunities. Tailor your questions to show you're a great fit.

Can killer questions help me decide if the company is the right fit?

Absolutely. Asking insightful questions about company culture, management style, growth opportunities, and team collaboration provides valuable information. This helps you assess whether the work environment aligns with your career goals and personal values.

Additional Resources

Killer Questions to Ask at the End of an Interview: Unlocking Insights and Making an Impact

killer questions to ask at the end of an interview can be a decisive factor in leaving a lasting impression on potential employers. While much emphasis is placed on how candidates respond to interview questions, the inquiries they pose in return often reveal as much about their priorities, cultural fit, and genuine interest in the role. Asking the right questions not only demonstrates preparation and critical thinking but also provides valuable insights into the company's environment, expectations, and future prospects. In this article, we delve into the art of crafting killer questions to ask at the end of an interview, exploring why they matter and highlighting examples that can elevate your candidacy.

The Strategic Value of Questions in Interviews

Interviews are inherently two-way conversations. Although the primary goal is for employers to evaluate candidates, savvy applicants recognize that

interviews also serve as opportunities to assess whether the organization aligns with their career goals and values. Killer questions to ask at the end of an interview perform several strategic functions:

- **Demonstrate Engagement:** Thoughtful questions underscore a candidate's genuine interest in the position and company rather than just securing any job offer.
- **Clarify Role Expectations:** Probing about daily responsibilities, success metrics, and team dynamics provides clarity on what the role entails beyond the job description.
- **Evaluate Culture and Leadership:** Inquiries about management styles, company values, and employee development offer a window into the organizational culture.
- **Signal Long-Term Thinking:** Questions about growth opportunities and company strategy indicate that candidates are considering their future trajectory within the business.

Research by TopResume shows that candidates who ask questions at the end of an interview are perceived as 85% more prepared and engaged by hiring managers. Therefore, mastering the art of killer questions can significantly boost your chances of success.

How to Identify Killer Questions to Ask at the End of an Interview

Not all questions carry equal weight. Some may come across as generic or, worse, raise red flags about a candidate's priorities. To identify killer questions to ask at the end of an interview, consider the following criteria:

1. Relevance to the Role and Company

Questions should be tailored to the specific job and employer. Avoid asking about benefits or salary prematurely, unless the interviewer initiates that topic. Instead, focus on aspects that deepen your understanding of the role's challenges, expectations, and team environment.

2. Depth and Insightfulness

Surface-level questions such as "What does the company do?" can be perceived as lack of preparation. Instead, aim for inquiries that demonstrate you have researched the company and want to engage on a more substantive level.

3. Open-Ended Nature

Killer questions often invite detailed responses that provide richer information, for example: "Can you describe the biggest challenges the team is currently facing?" This encourages dialogue rather than a simple yes/no

answer.

4. Positive and Constructive Tone

Avoid questions that may come off as confrontational or overly critical. Instead, frame questions that express curiosity and a collaborative mindset.

Examples of Killer Questions to Ask at the End of an Interview

To illustrate the power of well-crafted questions, consider the following examples that can be adapted depending on the context:

Understanding Role Expectations and Success Metrics

- “What are the key performance indicators for this position in the first six months?”
- “Can you describe a typical day or week in this role?”
- “How does this role contribute to the company’s overall goals?”

These questions signal that you are already envisioning how to succeed and deliver value, which can resonate strongly with interviewers.

Exploring Team Dynamics and Collaboration

- “How would you describe the team I’d be working with?”
- “What are the primary communication styles used within the team?”
- “Are there opportunities for cross-departmental projects?”

Understanding team culture is essential, especially in organizations that emphasize collaboration and innovation.

Assessing Company Culture and Leadership

- “How does the company support professional development and continuous learning?”

- “What are the core values that define the company culture here?”
- “Can you share how leadership fosters employee engagement and motivation?”

These questions help candidates evaluate if the company’s environment aligns with their personal and professional values.

Long-Term Growth and Opportunities

- “What opportunities for advancement exist for someone in this role?”
- “How does the company envision growth in this department over the next few years?”
- “Are there any upcoming projects or initiatives that the new hire would be involved in?”

Such inquiries demonstrate foresight and a commitment to contributing over the long haul.

Common Pitfalls to Avoid When Asking Questions

While killer questions can enhance your interview performance, missteps can undermine your efforts. Some pitfalls include:

- **Questions That Could Be Answered Through Basic Research:** Asking about publicly available information suggests a lack of preparation.
- **Overly Personal or Irrelevant Questions:** Avoid topics unrelated to the job or company, such as personal opinions of the interviewer.
- **Premature Salary or Vacation Queries:** Unless the interviewer brings up compensation, these topics are better discussed later in the hiring process.
- **Negative or Critical Questions:** For instance, “Why did the last person leave this role?” can be reframed more tactfully as, “What qualities have made past employees successful in this position?”

Integrating Killer Questions Seamlessly During the Interview

The timing and manner in which questions are posed can be as important as their content. Often, interviewers will reserve the last 5-10 minutes for candidate questions. Preparing a shortlist of 3-5 killer questions ensures you are ready to engage confidently. However, remain flexible—if the conversation naturally touches on certain topics, you can adapt your

questions accordingly.

Additionally, actively listening throughout the interview may inspire spontaneous questions that reflect your engagement. For example, if the interviewer mentions a recent company initiative, asking for more details shows attentiveness.

Final Thoughts on Crafting Killer Questions to Ask at the End of an Interview

Killer questions to ask at the end of an interview act as a powerful tool to distinguish yourself from other candidates. They not only demonstrate preparation and critical thinking but also provide a deeper understanding of whether the role and company align with your aspirations. By focusing on relevant, insightful, and open-ended questions, you can transform the interview from a one-sided evaluation into a meaningful dialogue. This approach fosters rapport with interviewers and positions you as a thoughtful, engaged professional ready to contribute effectively. As the competitive job market continues to evolve, mastering the art of asking killer questions will remain an essential strategy for career advancement.

Killer Questions To Ask At The End Of An Interview

killer questions to ask at the end of an interview: Didn't Anyone Ever Tell You? It's All A Game! Andrew J. Mullaney, 2021-09-28 If you are a mentor, wish to be mentored, or are seeking to be the very best version of yourself, then this book is for you. It cuts across the generations in the form of a handy, easy to read guide to surviving and sometimes winning at life.

killer questions to ask at the end of an interview: *Get The Job You Really Want* James Caan, 2011-01-06 It is possible to have the job of your dreams. Together we are going to set about getting you there. Before I joined the BBC's Dragons' Den, I spent thirty years setting up and running recruitment companies, placing hundreds of thousands of candidates in the jobs they really wanted. I will take you through the process step by step. How to stay positive in a difficult economic climate and find the right opportunities. How to package yourself to make sure you secure an interview. The vital importance of preparation, so that you are relaxed and give a great performance at interview. How to show your passion, and ask the perfect questions. And finally, how to use your power by closing the best deal on a job offer. At every stage I will help you rethink the traditional, formulaic approach to job hunting. It's the detail that makes the difference. This book is not about hoping you get lucky. It is about creating your own luck. James Caan

killer questions to ask at the end of an interview: *The Serial Killer's Son* Charlotte Stevenson, 2023-11-30 He survived—but can he ever truly escape? A chilling psychological novel about damage, desperation, and a man trapped by childhood trauma. When Monty was a child, he killed his father. His father had been kidnapping and murdering women for years, and forcing Monty to help. Monty survived—physically. He was adopted by a wonderful, caring family and is now a wealthy and successful man. On the outside. But now, the last of his adoptive family has died. Monty lives alone in his beautiful manor house in rural northern England, and the closest thing he has to a friend is his faithful employee, George. Monty has tried to live a good life, but his father's deeds haunt him. And with each passing day he's finding it more difficult to fight against the blood that runs through his veins . . .

killer questions to ask at the end of an interview: *Job Interview Preparation Skill* AMC College, This manual covers makeup steps, interview hairstyles, dressing for interview, interview preparation and tips for interview

killer questions to ask at the end of an interview: Words' Worth Terri Brooks, Mary Quigley, 2010-10-15 What makes an effective quote? How can I infuse my writing with style and voice? How can a sharp lead kick-start my story? What are the tricks to writing for the Web? What can I do to get an editor to listen to my idea? These topics and more are handled smartly, succinctly, and simply in the latest edition of Words Worth, an invaluable toolkit for writers aspiring to perfect the craft of nonfiction writing. Brooks and Quigleys expert views on the essence of a feature story give struggling beginners, their teachers, and professional writers alike the tools necessary to create powerful writing. As a precise guide to writing and promoting nonfiction, Words Worth furnishes a map to the world of reporting for the Web and blogging, well-crafted exercises to hone skills, and savvy advice to help writers enrich their style and make their work more marketable.

killer questions to ask at the end of an interview: The Book of Jobs Lucy Tobin, 2015-08-06 This book is a careers bible fit for today's job market, with exclusive advice and guidance from some of the biggest names in British business. No matter what stage of life one is at, whether a school leaver, university graduate or job changer, finding the right career to suit one's skills and characteristics has never been more challenging. The amount of choice and information can be daunting. Most of us only have a vague idea of what careers really entail on a day-to-day basis and yet that information could steer one towards - or away - from a job or university course. In this book Lucy Tobin has compiled an inspirational guide to the most popular jobs and careers in the UK, giving the inside scoop on what these jobs are really like day-to-day, what skills recruiters are really looking for and what courses to study to get your foot in the door. Jobs covered include: banker, actuary, publisher, fashion designer, barrister, zookeeper, chef, TV presenter, actor, journalist, civil servant, app developer, architect, engineer and psychologist. Lucy's journalistic approach, together with exclusive interviews with chef Antonio Carluccio, designer Kelly Hoppen, Dragon Den's James Caan, astronaut Tim Peake, footballer Michael Owen, author Tracy Chevalier and entrepreneur Jamal Edwards makes The Book of Jobs the careers guide to trust at every stage of life.

killer questions to ask at the end of an interview: I Got My Dream Job and So Can You Pete Leibman, 2012-03-01 When he was only 21 years old, Pete Leibman landed his dream job working in the front office of the NBA's Washington Wizards. He went on to become their number one salesperson for three straight seasons and was promoted to management in under two years. In this encouraging guidebook, Leibman shares his proven and simple system for career success. You'll learn how to: think big and identify what you want from your career; network your way past corporate gatekeepers; impress highly influential people in any field; land interviews for jobs that aren't posted; sell yourself on paper, online, and in person; and get hired faster and with less effort. Filled with the inspiring success stories of other young professionals, creative strategies for leveraging social media, and the five secrets that will skyrocket your earning potential once you are hired, I Got My Dream Job and So Can You provides you with the tools and confidence to overcome the discouraging job marketing and start climbing the ladder to success.

killer questions to ask at the end of an interview: Sales Management. Simplified. Mike Weinberg, 2015-10-21 Packed with case studies, Sales Management. Simplified. offers a proven formula for prospecting, developing, and closing deals—in your time, on your terms. Why do sales organizations fall short? Every day, expert consultants like Mike Weinberg are called on by companies to find the answer - and it's one that may surprise you. Typically, the issue lies not with the sales team but with how it is being led. Through their attitude and actions, senior executives and sales managers can unknowingly undermine performance. Weinberg tells it straight by calling out the problems plaguing sales forces and the costly mistakes made by even the best-intentioned sales managers. The good news is that with the right guidance, results can be transformed. In Sales Management. Simplified., Weinberg teaches managers how to: Implement a simple framework for sales leadership Foster a healthy, high-performance sales culture Conduct productive meetings Put

the right people in the right roles Retain top producers and remediate underperformers Point salespeople at the proper targets Blending blunt, practical advice with funny stories and examples from the field, Sales Management. Simplified. delivers the tools every sales manager needs to succeed. Managing sales doesn't have to be complicated, and the solution starts with you!

killer questions to ask at the end of an interview: The 21st Century Journalism

Handbook Tim Holmes, Sara Hadwin, Glyn Mottershead, 2014-09-19 Set against the background of the fundamental issues facing the industry today, The 21st Century Journalism Handbook is a comprehensive guide to the core principles and practices essential to the modern journalist. Convergence, online, the growth of magazine formats, challenges presented by technology and new demands in news and feature writing are all covered from conceptual and practical perspectives. A thorough grounding in the key debates and techniques is provided; while clear, no-nonsense practical advice helps you develop your journalism skills and make a success of your studies and career. Key Features: A combination of professional insight, academic study and practical exercises allows you to develop at your own pace Thinking it through activities at the end of each chapter allow you to think over the topics discussed and to think about how you could apply these skills Case studies and Closer Look boxes explore real-life examples in more depth Key points to remember and chapter summaries highlight the essential things you need to know Comprehensive but digestible coverage of the key elements of ethics, regulation and law ensures you are fully equipped with the essential frameworks for informed practice With an emphasis on developing the 'whole journalist', a creative and visual reporter who can think across different platforms, this text is ideal for all for journalism students training in newspapers, magazines and online reporting.

killer questions to ask at the end of an interview: 101 Great Answers to the Toughest

Interview Questions Ron Fry, 2018-07-31 Updated for today's job market, the classic interview prep guide helps you say the right words and get the job you want. No matter how good you look, how much research you've done, or how perfectly your qualifications match the job description, if you're not prepared with great answers to the toughest interview questions, you won't get the job. 101 Great Answers to the Toughest Interview Questions is a manual that will help you home in on exactly what the interviewer is trying to learn . . . with each and every question he or she asks. If you've never done well on interviews, never even been on a job interview, or just want to make sure a lousy interview doesn't cost you a job you really want, Ron Fry will help you get that job—as he has helped millions of people nationwide and throughout the world. This twenty-fifth anniversary edition of 101 Great Answers to the Toughest Interview Questions is thoroughly updated to reflect the realities of today's job market. Whatever your age and experience, whether you are seeking your very first job or finally breaking into the executive office, this is the one book you need to get that job.

killer questions to ask at the end of an interview: Cool Careers For Dummies

Marty Nemko, 2011-02-25 Every year, thousands of people change careers. Whether you are a recently graduated student looking to put what you studied to good use or an experienced professional looking for a change in routine, finding a career that really suits you can be a daunting task. Cool Careers for Dummies helps you discover what you really want out of life, what your passions are, and how well you perform in different environments, and then shows you how to use this information to find a career that suits you. Now revised and up-to-date, this easy-to-use guidebook helps you explore your job options and make clear-minded decisions. This new edition gives you the tools you need to: Search for and find a career that fits your talents Land the job you want Train for your new found career Mold your resume into a masterpiece Put on a stunning interview Improve your career by making the most out of your job Explore the fun and profit of self-employment Along with these features, Cool Careers for Dummies provides a self-assessment section to help you identify your interests. After answering a few questions about yourself, you'll apply your answers to the Cool Careers Yellow Pages, which profiles more than 500 great careers. It also lets you in on some unwritten codes of the office, such as having integrity, defusing saboteurs, and maintaining office relationships. So what are you waiting for? Get Cool Careers for Dummies and find the job of your dreams today!

killer questions to ask at the end of an interview: *A Life Worth Living* Tommy Jessop, 2023-07-06 'I can't recommend it highly enough' STEPHEN FRY | 'Everyone needs to hear his voice' MARK HADDON I'm a man on a mission to show that life with Down syndrome can be exciting and is worth living, so that other people understand and give us the chance to live life to the full and to be fulfilled. Tommy Jessop's acting career spans *Line of Duty*, multi-award winning roles in short films, various roles on television and the stage. From his emotional role in the hit BBC series, to playing Hamlet on stage, and through his campaigning, Tommy has created real change. He has been at the vanguard of bringing awareness of the need for opportunities and the real potential of people living with Down syndrome to the media, the general public and to government. *A Life Worth Living* is Tommy's story and Tommy's philosophy in his own words. This uplifting read will resonate with anyone who is facing a challenge and has been especially highly praised by families and friends of people living with Down syndrome who find it immensely encouraging.

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killer questions to ask at the end of an interview: *Doing Postgraduate Research* Stephen Potter, 2006-07-18 'Offers a practical and helpful guidebook both for students and supervisors. It is recommended for research students at the early stages of their research studies, because it provides a thought-provoking account of the different aspects of post-graduate research. Additionally, it can be a useful tool and resource pack for advanced research students who want to think about viva and career options after the completion of the PhD...a useful addition to the growing literature of books on post-graduate research. It provides not only a helpful reading but also a complete multimedia resource pack for new and more-advanced students and supervisors.' - *Educate Journal* The prospect of undertaking postgraduate research can seem daunting. This thoroughly revised Second Edition of *Doing Postgraduate Research* will show you how to undertake your research better, quicker, and with as little hassle as possible. The text offers an authoritative and comprehensive guide to better

research practice and is fully compliant with research training requirements, including the Joint Research Councils' Skills Statement. Doing Postgraduate Research will enable you to acquire research methods skills as you proceed through your Masters or PhD programme. Key topics include: Designing and organizing a research project Understanding alternative research perspectives Doing a literature review Academic writing IPR and Ethics in research Research presentations Preparing for a viva Career development. Activities are used throughout the book to link the material to student's own research projects, encouraging practical 'training by doing'. The book comes with a DVD and website which illustrate key features of the research process, and provide further reading and a guide to additional resources. Visit the companion website at www.sagepub.co.uk/potter Doing Postgraduate Research is an invaluable tool for students, supervisors, and all with research training responsibilities. SAGE Study Skills are essential study guides for students of all levels. From how to write great essays and succeeding at university, to writing your undergraduate dissertation and doing postgraduate research, SAGE Study Skills help you get the best from your time at university. Visit the SAGE Study Skills website for tips, quizzes and videos on study success!

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killer questions to ask at the end of an interview: The Other Dr. Gilmer Benjamin Gilmer, 2023-03-07 A "mesmerizing" (The New York Times Book Review) true story about a shocking crime and a mysterious illness that will forever change your notions of how we punish and how we heal—an expansion on one of the most popular This American Life episodes of all time, now with a new postscript "A remarkable medical detective story-cum-memoir, grippingly told . . . I was drawn in by every part of it."—Atul Gawande, #1 New York Times bestselling author of Being Mortal Fresh out of medical residency, Dr. Benjamin Gilmer joined a rural North Carolina clinic only to find that its previous doctor shared his last name. Dr. Vince Gilmer was loved and respected by the community—right up until he strangled his ailing father and then returned to the clinic for a regular week of work. Vince's eventual arrest for murder shocked his patients. How could their beloved doctor be capable of such violence? The deeper Benjamin looked into Vince's case, the more he became obsessed with discovering what pushed a good man toward darkness. When Benjamin visited Vince in prison, he met a man who appeared to be fighting his own mind, constantly twitching and veering into nonsensical tangents. Sentenced to life in prison, Vince had been branded a cold-blooded killer and a "malingeringer"—a person who fakes an illness. But it was obvious to Benjamin that Vince needed help. Alongside This American Life journalist Sarah Koenig, Benjamin resolved to understand what had happened to his predecessor. Time and again, the pair came up against a prison system that cared little about the mental health of its inmates—despite more than a third of them suffering from mental illness. The Other Dr. Gilmer takes readers on a riveting and heart-wrenching journey through our shared human fallibility, made worse by a prison system that is failing our most vulnerable citizens. With deep compassion and an even deeper sense of justice, Dr. Benjamin Gilmer delves into the mystery of what could make a caring doctor commit a brutal murder. And in the process, his powerful story asks us to answer a profound question: In a country with the highest incarceration rates in the world, what would it look like if we prioritized healing rather than punishment?

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