



Questions That Students Can Ask Employers

During the Initial Interview

- What are the major tasks and responsibilities
- What are the priorities over the next year?
- Where does this position (or department) fit into the organization and its objectives?
- Could you show me an organizational chart?
- What does it take to succeed here? Can you give me some examples?
- How is success measured in this position and in this organization?
- What kind of orientation or training is provided?
- How much travel is required? How often is overtime required?
- Does this position function mainly alone, or in a team setting?
- What is the greatest challenge currently facing this department or organization?
- What are the major strengths/weaknesses of this work group?
- How is this organization different from its competitors?
- How would you describe the organizational culture?
- What is this organization's management's philosophy?
- Tell me about your own experience with this organization. What do you enjoy most/least about working here?

During Subsequent Interviews

- What is the history of this position, and what changes do you anticipate?
- How are geographical location assignments and transfers determined?
- How much decision-making autonomy would I have? What is the growth potential for this position a few years from now?
- What percentages of employees take advantage of the educational tuition assistance program? (Ask only if you know such a program exists.)
- What kind of staff will be available to me or to this department?
- Assuming that you received resumes from many qualified applicants, what qualifications from my resume did you find of interest, resulting in this opportunity to interview for the position? (Ask at the end of an on-site visit)

At Any Point During the Interview Process

- What is the next step in the interview process? What is your time frame?
- What can I do to further demonstrate my interest in this position?
- Can you describe some aspects of living in this community?

Other Possible Questions to Ask Employers

- What type of positions does your organization offer for students with my major?
- What are some typical assignments or projects for people in those positions?

- What skills or previous experience do you look for in new hires?
- How do I apply for employment with your company?
- What training programs are available for recent college graduates?
- What type of experience would I get with your organization?
- Could you describe a typical day at work?
- What is the most important thing a candidate should know about your organization?