



Asking Good Follow-Up Questions

Be prepared with questions at the end of any interview

At the end of most interviews your interviewer will ask you if you have any questions for them. Although you may feel as if the most challenging part of the interview process is over, this is an important opportunity to ask thoughtful and strategic questions about the organization, the position you are applying for, the professional industry you are planning to enter, as well as the interviewer themselves. Use the tips below to help you ask the questions pertaining to the four topics listed above.

About the Industry

Although you may focus mostly on the organization and position you are applying for, it is essential to understand the current status and environment of the organization's industry. This includes any current events or news within that industry as well as the balance between potential applicants and available positions.

- Examples:
 - o What do you think is the greatest opportunity facing the organization in the near future within the _____ industry?
 - o What may be the biggest threat the organization may face within the _____ industry?

About the Organization

Make sure you do your research about the organization before the interview. Review their mission statement, history, and recent events to shape more informed questions pertaining to the organization and to demonstrate your interest in the organization. Stay away from general basic questions such as "What does your organization do?" and try to come up with more specific questions about the internship site.

- Examples:
 - o What are the organization's current goals and vision for the coming year?
 - o Can you tell me more about the company's culture and environment?
 - o Can you describe the potential team this position will be working with?

About the Position

The interview may be focused on measuring your ability to perform the responsibilities of the position, but you must also take the opportunity to learn more about the potential position you are applying for. This is a rare opportunity to learn more about the position's expectations and potential for growth. These questions will also help you make a more informative decision if you were offered this position.

- Examples:
 - o What skills and experiences would make an ideal candidate?
 - o What are the day-to-day expectations and responsibilities of this job?
 - o How has this position evolved since it was created?

What have past employees done to succeed in this position?

About the Interviewer

It is essential to learn about the interviewer(s) you will be speaking with. Identifying their position, past projects, and role in the organization will help you learn about the company's organizational structure and workplace culture. These questions will also allow you to connect with the interviewer and display your genuine interest in their professional career.

- Examples:
 - What led you to work for this organization?
 - What have you enjoyed most about working here?
 - What led you to enter the field of _____? (professional industry)