**Good Questions To Ask of Interviewers/Recruiters:**

The questions asked should be based on your knowledge or assessment of the following:

1. Position type you’re pursuing (internship, full-time, specific function)
2. Amount of time you have to ask the question (is this a 30 minute on-campus interview or a 3 hour on-site interview?)

The person’s role (hiring manager, peers, hr, executive) – you can ask all people the same questions but it’s important to also prepare for unique questions specific to each group. Consult with your MBA CSC Representative if you’d like assistance with this.

**Characteristics:**

1. Who is the most successful recent hire within your company and what characteristics does that person possess that make him or her such a great contributor?
2. Who in the organization would you say best personifies the culture of the company and why?
3. What are some of the ‘success factors’ you have found with other candidates who have performed well in this position?
4. Can you tell me about the best MBA you have ever hired? What made them the best?
5. What characteristics would you like to see in your interns?
6. What knowledge base or skill set would be most valuable for me to improve or enhance if I were an intern at your organization next summer?

**Closing Sale:**

1. Do you have any outstanding questions regarding my qualifying education and experience and my ability to be a solid contributor to your organization?
2. Is there any other information I can provide you regarding my qualifying education or experience that would help you make a hiring decision? Or, . . . would help you make a decision regarding my candidacy for this position?
3. Do you have any concerns/hesitations regarding my qualifying education and experience or my ability to complete the responsibilities associated with this position?
4. Is there some other position in the company for which you think I am better qualified?

**Company Research:**

1. What is the career path in general and at the company in particular?
2. What are some of the challenges for (your area of concentration - Marketing/Finance/SCM/HR) organization within the company for the next year/few years?
3. Tell me about your impression of the different locations the company is based.
4. How is the Marketing/Finance/SCM/HR department structured?

**Culture:**

1. How would you describe the company’s management style and culture?
2. How would you describe the culture in the company/department I would be working in?
3. Your company is really spread out with all of its plants and distribution centers?
4. What infrastructures do you have in place to spread best practices to (your area of concentration Marketing/Finance/SCM/HR) field operatives?
5. Tell me about a time when you made a suggestion to improve company policy that involved a major departure from previous policy.
6. What is the company culture like?
7. Why did you choose this company/industry?
8. How has the location impacted the company in terms of positive/negative qualities?
**Professional Development/Progression:**
1. Tell me about some of the employees that have the longest tenure here and what, in your opinion, has made them so loyal to the company?
2. Does the company organize social events for employees to get to know each other better?
3. If I am hired, what is the typical career path for someone in my position?
4. How frequent are the performance appraisals/reviews?
5. Tell me about a time when you have had to train a slow learner. How did you differentiate from normal training procedures to fit the unique needs of the individual?
6. What is the career path for a person in any particular function?
7. How is the performance appraisal process done during the rotational program? Are you compared with your peers in other rotational assignments or with your peers in the group you are working in?
8. Are there any international opportunities?
9. What types of opportunities can you pursue after the rotational program?
10. Would you tell me how your career progressed in (Marketing/Finance/SCM/HR) within the company?
11. Where do new MBA hires often enter/rotate?

**Responsibilities:**
1. How are internship assignments determined at your organization?
2. What kinds of projects have your most successful interns completed?
3. Tell me about a time when you had to work under a difficult superior. How did you work with this person and were you able to make the relationship less difficult to work in?
4. What are the different functional areas that students can choose for a rotation and what are the typical projects/assignments?
5. What are some of the projects interns worked on last year?

**Timeline:**
1. What is the timeline and process going forward?
2. What are the next steps in the recruiting process and when will they occur?

**Work Style:**
1. What percent of my time would be spent in teamwork projects vs. individual work?