

## CHE1102. Informational Interview Questions

### Positioning your degree/understanding transfer:

- What skills did you develop in your PhD that are most useful/most frequently used in your work?
- How did you develop these transferable skills?
- If you could go back to school right now, which skills would you concentrate on further developing, and why?
- What skills did you wish that you had when you began working here?
- What skills should I be developing now?
- What are the most important skills you use in your work? How did you develop these? What experiences helped you develop these?
- What do you wish you had learned that would be useful in position/industry today?
- What is the most interesting thing that you've found while transferring to industry?
- What are the differences in skills used between PhD and industry? How do you fill in these skills gaps?
- How did you balance research while developing relevant industry skills during your graduate degree?

### Understanding career path/opportunities

- What type of positions do they hire PhDs for in your company?
- What possibilities are there for advancing in this company/field?
- What is an effective method to build my professional network?
- When/how did you apply for this job? What did the hiring process look like?
- Could you recommend 2-3 other contacts?
- What was the career path that you took to get to this position? Describe this pathway.
- What is your background and how did you end up here?
- Why did you join this company? What attracted you?
- What motivated your decision to pursue this career?  
What type of mentorship opportunities did you receive when you began working?
- Did you need to track down mentorship opportunities and how did you do that?
- What keywords should I search to find more jobs in/information about your industry.
- How did your PhD research help you get your job?
- What skills other than research do you bring to your position?
- How did you make the shift between careers? How did you experience this shift?
- How can I become a leader in my field? What qualifications do I need? What experiences?
- What experiences should I pursue to show my interest in this sector?
- What gave you an edge over the competition—what skills or experiences made you stand out? What made you stand-out from the crowd?
- Do you know of other career opportunities that align with the skill set we've discussed?

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### **Getting to know their job**

- Do you publish (within your position)?
- What's your favourite thing about your work?
- Describe three things you like, and three things you don't like about your job.
- How flexible is your worktime? Are there opportunities for flexible or remote schedules in your company? In your industry?
- What do you need (other than scientific knowledge) in your work?
- What does a typical project look like for you?
- What would you like to do more of in your current position?
- Is there room for learning/conference participation/professional development in your job?
- What do you not like about your job?
- Could you describe external and internal collaboration opportunities?
- Can you describe how your team interacts and who guides your team?
- Where do you see yourself in 5 to 10 years?
- How is your work-life balance?
- What does a typical day look like for you?
- What do you spend the majority of your working day doing?
- What's a common misconception people have about what you do?
- What do projects look like in your company? Tell me about the diversity of projects that you work on. Could you tell me about a current project you're involved in?

### **Learning about their company and/or industry**

- Describe your company culture.
- What are the working models (collaborative vs. independent) in your company?
- What was your experience with onboarding at this company?
- Could you sum up the management culture at your company in one word?
- What type of vertical and horizontal mobility opportunities do you have in your company?
- What's the relationship between the company's overall strategic goals and their implementation in practice?
- What sites/regions/areas of research interest do you see being developed in the future?
- How do you identify projects to work on in your organization?
- Are there gaps that you've identified in terms of knowledge or expertise within your organization?
- Where do you see this company in the future and what skills do you need for success?
- Where do you think your field is headed? What excites you about this future?
- How does your company value equity and inclusion?
- How are decisions made at your company?