

## Questions to Ask at Job Fairs:

1. What is one of the biggest challenges of the job?
2. What do you like most about your job at X company?
3. I went online and filled out your application for the X position. What else might I do to show that I am a qualified candidate for an interview?
4. I went online and filled out your application for the \_\_\_\_\_ (fill in with job you have applied for) and I am really interested in \_\_\_\_\_ (employer name) and was curious what else I might do to help me get an interview?
5. Are there some specific skills, work experience or educational background that can make me more competitive for the \_\_\_\_\_ (position name)?
6. What challenges and opportunities are associated with the position?
7. Does your company have formal training programs, internships or do employees receive on-the-job training? Who is eligible?
8. How does the company measure performance? How often are performance reviews given?
9. Can you describe the corporate or organization culture?
10. What entry-level positions are available in your company?
11. How long is the application and interview process and what does it consist of?
12. How would you describe a typical day at X position?
13. What percentage of time is typically focused on each of the responsibilities of this position?
14. What can a typical employee (for the position I am seeking) hired in your division expect to be doing 2, 5, or 10 years after hiring?
15. For how many years does the typical employee stay with the company?
16. Do you expect your employees to relocate (move)? How much travel is involved?
17. What kinds of skills and experience do you look for in the employees you hire?
18. Does your company hire on a continual basis or just at certain times of the year?
19. What percent of applicants are eventually hired? What is the retention rate?
20. What are the characteristics of your most successful employees?
21. Which courses or experiences do you suggest to be a successful candidate?
22. What is the balance between teamwork and individual work at X position?
23. *(For a student)* What courses would best prepare me for your entry-level positions? Are there any student organizations or activities that would be beneficial in preparing for a position at your company?

### **"May I contact you with further questions? Do you have a business card?"**

These questions allow you to establish contact with someone at the company. Be sure to get the person's business card or contact information. Follow up with a [thank you letter or email](#), reminding the person of who you are, where you met, and your qualifications. This will help you make a lasting impression.

### **Questions to Avoid**

#### **"How much will I be paid? How much vacation time will I get?"**

Questions regarding [pay and benefits are for after you've been offered a job](#); if you ask these questions at the job fair, you will come across as cocky (and as unmotivated, if all you appear to care about is money and vacation days). Also, do not ask any questions that draw attention to something negative on your resume - a gap in your employment history, being laid off or fired, or any criminal record. These things do not need to be addressed this early in the job search stage.

#### **"So, what does your company do?"**

Avoid asking questions that demonstrate that you have done no research on the company; do not ask any questions that could be easily found on their website. These questions imply that you do not have an interest in that particular company and that you are not willing to put in the work to get to know their company.