

Structuring Interview Questions for Interns (from Cleveland InterNet)

Work Ethic:

- Tell me about a time when you had to work as a member of a team to complete a task. What role did you fulfill?
- What was your favorite summer or part-time job? Why?
- What have you learned from your part-time or student jobs (if listed on resume)?
- Why did you choose the career field you would like to work in?
- What will motivate you in this position?
- Why do you think you will be successful in your chosen field?
- What do you believe is an intern's role in an organization/company?

Look for: Answers that show a student has found value in past experiences, including part-time or temporary jobs. Look also for student responses that express responsibility, dedication, and a willingness to learn by experience.

Academic Experiences:

- Tell me about a time when you had a heavy course load. How did you manage your time?
- How do you feel your campus involvement (if any) relates to the professional workplace?
- What has been your most rewarding college experience thus far?
- Why/how did you choose your major?
- What was your greatest achievement?
- What courses in your major have you completed thus far?

Look for: Answers that highlight the student's decision-making skills, as well as his or her ability to manage deadlines and academic coursework. Also, look for a student who can transfer the skills gained via campus involvement into the professional workplace. It is also important to make sure that the student has completed sufficient coursework and has the knowledge necessary to work at an internship level.

Future Goals:

- How do you think this internship experience will prepare you for your career?
- What are your plans for after graduation?
- Where do you see yourself in five/ten years?
- What are your long term and short term goals?

Look for: Answers that indicate that the student has thoughtfully considered his or her career path, and is planning to pursue a career related to your industry after graduation. In addition, an ideal internship candidate will express a strong interest in the educational and learning value of the opportunity, and will not be pursuing the experience simply to fulfill a requirement.