

Former Baseball Ops Data/Tech Assistant for the Guardians

MLB Team's Interview Questions

A guide for how to prep for an interview

Having a great opener is key. They will start the interview by introducing themselves and providing information such as their role and a little about what they do. They will then allow you the opportunity to introduce yourself before they start asking questions. This is you giving your first impression. Have a solid, well thought out blurb about you (a little of your background, what you're studying, what you have done in your time at school (extracurriculars, clubs, sports), and a quick note about any work experience). Do not go too far into detail about anything yet. This should only be a couple minute intro. This allows them to ask more questions and buys you time in the interview to spend talking more about yourself (which is sometimes easier to do than other job related questions). It helps to write out a bulleted list of what you want to address in this intro. Do not memorize a paragraph as it can mess you up if you forget.

After, they are likely to jump into questions such as these:

About you and your experience:

1. What is your current work experience?
2. What baseball sources do you currently reference?
3. If you could complete a project, what would you be interested in researching?
4. What is your experience with programming/using different baseball technologies?
5. What are your strengths?
6. What are your weaknesses?

After some personal/get to know you questions, they are likely to ask some job related/baseball/more technical questions:

Baseball related questions (do some research about the team before the interview!):

7. Who are your favorite players?
 - Under/over appreciated/valued player?
8. Favorite stats for pitching?
 - a. How about hitting?

9. Favorite/interesting plays in the sport?
 - a. (i.e. double play, home run with bases loaded)
10. Where can (the team you're interviewing for) improve?
 - a. Plans of attack, filling holes in lineup, etc.
11. Similar to Q10, who should (this team) focus on acquiring/signing (which positions, possible free agents, trades)?
 - a. Think about the current lineup and rotation and where the team can fill holes

To close out the interview, they will ask some closing questions. This is your time to shine and highlight anything special of what you can bring to the table. Tell them why they should hire

Closing Type Questions (what makes you stand out as a candidate):

- Similar questions here but different ways of asking
12. Why do you want to work for our team?
 13. Why would you be a fit for this position?
 14. What do you think you can offer to our team?
 - a. Think about any skills, strengths, and your personality
 15. How do you feel this opportunity would benefit you?
 - a. They want to help you grow as an individual in this field. How would this job provide you with opportunities to grow and learn?

What to do after an interview (within the day/next day):

- Send a personal email to each individual on the interview panel; I could not recommend this enough
 - This may seem tedious but it is polite, shows appreciation for their time, and will make you stand out as a candidate
 - Find something personal they told you/talked to you about in the interview and reference it; do not send the same exact email to 5 people