

# College Intern Interview Question Notes

Thursday, April 12, 2018  
10:22 AM

This isn't the same a job interview. Because this is an internship, you aren't looking for the candidate that has the most experience. You are looking for a student that has the most potential so you need to find out about the person. Are they passionate about their field of study? Are they excited about the chance to work with your organization? Will they mesh with the people that will be working with them? Are they looking for a summer job or for a challenge? Do they plan to start a career that will utilize what they will be learning? You're offering a student the chance to take the first step in your profession, make sure you don't waste that opportunity on a student that has plans for some other profession.

In all honesty, my coworkers asked much better interview questions. They also did a much better job sharing feedback to the students to help them improve their interviewing skills.

## Jays questions

Tell us a little bit about yourself...

- Why did you select your major?
- Tell us a little about the classes you're taking, which ones you like or dislike? Why?
- How do you feel about working in teams vs working alone? There's no right or wrong answer...
  - Tell us about a time when you demonstrated your ability to lead, it doesn't have to be school related
  - What have you learned about working in teams effectively

Give us a quick overview of a computer oriented project you've worked on that you think is exceptional.

Have you reviewed the full internship description on our web site?

- Tell us why you think it's a good fit for you?
- Have you given any thought to what might make a good independent project for the HS program?
- What skills do you want to gain from this experience?

What are your plans following graduation?

What are you passionate about beyond school?

What questions do you have for us?

What haven't we asked about that you would like us to know about you?