# List of questions

1. I want to hear about your Ph.D. What’s the area of focus? What kinds of applications does it empower? Who are/would be your followers?
2. How do they find out that you’re doing this? Is getting published the only way?
3. Are you leaning towards a Postdoc or going into industry? What brings you clarity in your decision-making? What are the important factors and the timeline?
4. Who offers you mentorship or guidance when you’re making this decision?
5. Does covid-19 affect your decision-making at all? If yes, how?
6. In your personal experience, why a postdoc and not industry OR why industry, and not a postdoc?
7. Have you talked with former PhDs who are your field of interest in industry and in academia? Do you have a preference to hear from women PhDs or men? Why or why not?
8. Does the type of university funding you are on affect your consideration of industry opportunities (internships, startups, etc.)?
9. **[If you’re into industry]** Maybe we can also touch on internships, how you’re building your list of companies to apply to, and where you’re getting informed on the best opportunities and compensation. I’ll also be helpful and share what I know after 120 clients and +250 offer negotiations at [withralph.com](https://www.withralph.com/).

# Hypotheses I’m learning about

Could be true, false, or complex.

1. The majority of you STEM women PhDs are focused on academia at the moment but you will transition to industry opportunities in the last 4 months of your PhDs.
2. It’s easy to get internships if your university funding doesn’t come in the way.
3. It’s easy to find networks where you get mentorship from professionals and decision-makers (Director / VP / Hiring Managers) at various companies, but these people are not familiar with your realities as a Ph.D.
4. It’s easy to build social capital at conferences (e.g. NeurIPS, WiML etc..) or affinity groups (AnitaBorg, SWE, WiC, etc.) and you usually have a list of companies you follow and teams you interact with.
5. You easily get big tech job offers at career fairs, Women Who Code fairs, etc…, but you don’t easily access opportunities from the high growth startups and other less well-known companies doing great work in your space.
6. You think the tech offers you’ll get are the very best and you don’t bother negotiating.
7. Negotiation is the common advice but it’s intimidating and it probably doesn’t matter that much.