

Strive to Thrive

Career Tips For Ted Rogers School Students

These reports leverage the expertise of BCH staff to share best practices for students & alumni.

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Questions to Ask After an Interview



After answering the interviewer's questions, it's important to ask your own. Thoughtful questions about the role, company culture, and expectations show enthusiasm and help you determine if the company is the right fit for you and if it aligns with your professional goals!

Questions about Culture

These questions allow you to make a well-informed decision if the role and company aligns with your personal and professional goals. Whether that be work-life balance, team dynamics, or career growth opportunities. They also allow you to assess whether there are any red flags that may be associated to the company.



Sample Questions

- "How does the company support employee well-being and mental health?"
- "How does the company support peer-to-peer networking or community-building among students?"
- "Are there any internal student networking or engagement programs?"
- "Are there any employee resource groups or initiatives that support underrepresented groups?"

Questions about the Role



These questions allow you to understand the job responsibilities and expectations of the role that are not outlined in the job description. Ensuring that you get a better understanding of the daily responsibilities.

Sample Questions

- "What are the key priorities for this role in the first 2 to 4 months?"
- "What challenges have previous interns in this role faced?"
- "How does this role contribute to the company's larger goals?"
- "Are there any upcoming projects/initiatives I'd be working on right away?"
- "What tools and resources are available to help me succeed in this role?"

NOTE:

Remember to change the timeline according to the job posting.

Questions about the Onboarding

Asking about onboarding reveals how the company supports new hires, sets expectations, and ensures a smooth transition. It also shows their investment in employee success and growth.

Sample Questions

- “What does the onboarding process for this role typically look like?”
- “What training or resources are provided to help new hires get acclimated?”
- “Who would I be working closely with during my first few weeks?”
- “Is there a mentorship system for new employees?”



Questions about the Performance Expectations

Asking about performance expectations clarifies goals, priorities, and success metrics for the role. It helps you understand what's expected, how performance is measured, and how to align with company objectives from the start.

Sample Questions

- “What does success in this role look like after 2 months or 4 months?”
- “How often do employees receive feedback or performance reviews?”
- “Can you share an example of someone who has excelled in this role and what they did to stand out?”
- “How will my performance be evaluated in this role?”



Questions about the Interviewers' Experience

Asking about the interviewer's experience provides insight into the company culture, growth opportunities, and job satisfaction. It helps you gauge long-term career potential and build rapport with the interviewer.

Sample Questions

- “What initially attracted you to this company, and has it met your expectations?”
- “How did this company support your professional development and career growth?”
- “What advice would you give to someone starting in this role or at this company?”



Questions to Build on your Interviewer's Points

Building on your interviewer's point shows that you have been attentive and engaged throughout the interview, which can impress the employer. This would require thinking on the spot, so ensure you have other questions prepared in advance!

Sample Questions

- “Earlier, you mentioned that collaboration is a key part of this role. Can you elaborate on how teams typically work together on projects?”
- “Sandra, I found it interesting when you mentioned the intern mentorship program, can you expand on what that entails?”

Important Tips



Ask open-ended questions to get more insightful responses



“Can you share some examples of how employees have progressed in their careers within this company?”



“Is there room for career growth?” (Yes/No answer)



Build off your conversations by referring to specific points that your interviewer had previously mentioned



“Earlier, you mentioned that collaboration is a key part of this role. Can you elaborate on how teams typically work together on projects?”



Be mindful of time allocated towards the interview



“I have a couple of final questions—would you prefer I ask them now, or would it be better to follow up via email?”

Types of Questions to Avoid ⚠️

Questions that can be answered on the website or job description

Asking these questions shows that you didn't take the time to do basic research, giving the impression that you are unprepared.



“What does your company do?” or “What are the main responsibilities of this role?”



“The job description mentions cross-functional collaboration. Can you share an example of how teams typically work together?”



Questions that make you sound like you are getting ahead of yourself

You do not want to seem entitled or overly ambitious before even landing the job.



“How can I become a manager at your company?” or “How long until I can get a promotion?”



“Can you share some examples of employees who have grown within the company?” or “What skills or achievements tend to lead to career progression in this role?”



Questions that frame the company in a negative light



“I saw some bad reviews about your company online. Why do people leave?” or “I've heard the workload here is crazy. Is that true?”



“What do you think makes employees stay with the company long-term?” or “How does leadership ensure employees maintain a good work-life balance?”



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Hannah, a Career Consultant with a focus on Marketing Management and Law & Business, brings four years of experience from the IT and Recruitment industries. She is committed to equipping TRSM students with the necessary tools to achieve their career goals.



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Zita is a Law and Business Student currently working as a Project Coordinator at the BCH. Zita is passionate about the Law and Business program, and has an interest in Human Resources. She is also the Vice-President of Finance at the Law and Business Student Association.