

INTERN INTERVIEW

SAMPLE QUESTIONS

Interviewing current interns helps inform your recruitment practices, understand young worker needs and motivations and ensure your interns have a sense of belonging. When interns feel connected to their workplace and colleagues, they are less likely to seek opportunities elsewhere.

- **What inspired you to pursue a career in civil engineering? What aspects of civil engineering work are you most passionate about?**
- **How do you research potential careers?**
- **What do you value most in a team or colleagues?**
- **How important is company culture in choosing a job?**
- **What are the key skills you want to develop further in your career?**
- **How do you balance your work and personal life, and how important is this balance to you?**
- **Who or what has the most influence on your career and internship decisions?**
- **Besides salary, what other benefits, incentives or flexibility options are important to you in a job?**
- **If you were asked to relocate for a job, what factors influence that decision?**
- **Describe an ideal internship or job experience for you. What is the most valuable takeaway from an internship experience?**
- **What kind of career path do you envision for yourself in civil engineering? What industries are you most interested in?**

