



INTERVIEW QUESTIONS FOR EDUCATION MAJORS

Educational companies, whether large or small, have a variety of approaches to the hiring process. Generally, larger institutions have a more formal interview process involving a selection committee that conducts phone interviews, video web chats online, and one or more site visits. Smaller institutions may have a more streamlined approach, like a quick phone interview with their recruiter followed by an interview on-site. Most of the questions you'll be asked will be geared towards your educational knowledge, but others will ask about your personality.

Preparation:

Research your employer thoroughly, refine your resume, select appropriate attire, create a list of questions to ask the employer, and get a good night's sleep. Also be sure to familiarize yourself with the interview's location.

Practice:

Set up a mock interview with Career Collaborative, a friend, family member, or colleague. Rehearsing your responses is a great way to boost your confidence and craft how you communicate your experiences. Remember to research the company and tailor your responses to show how your talents and personality match the position. Practice avoiding words such as "uh," "um," "you know," and "like," and bad body language habits of twirling hair, tapping a foot, or drumming fingers.

Presentation:

When answering questions, remember the "3 P's":

- **Ponder:** take a moment to reflect on why the employer has asked a question. This will help you frame your response and speak to the skill set, value, or ability being measured.
- **Prove:** if you say that you have developed excellent organizational skills, give specific examples of situations where you demonstrated a high level of organization.
- **Project:** always be genuine and confident in responding to questions, asking questions, and meeting new people during the interview.

Post-Interview:

Collect your interviewers' business cards so you can follow up with a thank-you card or email. After you leave the premises, take notes on everything you can remember and use the experience to further develop your interview techniques. Check back two weeks afterward unless you hear back sooner or are given different instructions.

Common Interview Questions to Expect

- Tell us a little about yourself.
- Why are you interested in this position?
- What do you know about this organization?
- What do you consider your greatest strengths and weaknesses?



- How do you anticipate using the skills/knowledge you've acquired in your internship(s) and classes?
- Talk about a time when you were not able to build a successful relationship with a difficult person.
- Describe how your position in a group project contributed to your team's goals.
- Are you a "big-picture" person or a "detail-oriented" person? Give an example.
- Describe a time when you had to take a risk at work. What was the outcome?
- What would former coworkers/professors/supervisors say about you if we called them?
- Describe the work environment that you thrive in.
- How did you get along with your last supervisor?

Interview Questions Specific to Education

- What four words describe you as a teacher?
- If you created your ideal literacy program, what would it look like? How would you teach spelling? Writing?
- How do you know if students are progressing at an appropriate rate in literacy? What do you do if you find out some students aren't?
- What training and experience have you had with specific reading approaches like phonological awareness, the Wilson Foundations program, and guided reading?
- What math concepts would you expect students at this grade level to understand by the end of the year?
- We use an inquiry math program called Investigations. This program is strong in concept development and problem solving, but weak in computation. How would you build computational practice in your program?
- Describe a typical science class in your room.
- What do you see as three primary learning goals for social studies at your grade level, and how would you help students achieve these learning goals?
- At our institution, teachers teach in classroom teams and grade level teams. Sometimes, two teachers work in the same classroom for an entire day. Sometimes an expert in a given area will provide instruction and model a teaching strategy in your classroom. Decisions about instruction and assessment will be made collaboratively. What strengths and experiences would you bring to this teaching model?
- Describe strategies you would use to meet the needs of diverse learners within the classroom.
- Describe the experience you have had working with special populations, including children diagnosed with autism, ADHD, and ODD.
- What is the most effective way to communicate with parents? How you have used these techniques?
- Describe your approach to student management.
- We have several very strong candidates for these positions. What sets you apart from the rest?



Asking Questions

So many people are concerned with making a good impression during a job interview that they forget it's a two-way street. You're there not only to market yourself, but to find out if the job and company are right for you. At the end of your interview, the interviewer will expect you to ask questions. Here are some options:

- What's an average day like?
- How would you describe the culture here?
- What qualities are you looking for in the person who fills this position?
- What is the next step in the hiring process? Or, when might you make a hiring decision?
- What tools/applications/languages do you use?
- What are the biggest opportunities and challenges facing the company or department right now?
- What typical projects or tasks do employees/student interns work on?
- What makes an employee/student intern successful? What traits are best suited for your company?
- How do the various members of the team work together? Who is the team leader?
- How would successful performance in this position be measured?
- Is there much turn-over in your company?
- What's your preferred management style?
- Are there opportunities for professional development?