COMMON INTERVIEW QUESTIONS

Why did you decide to do a postdoc?

Why do you want to join industry?

What brings you to [Company X]? Why are you interested in us?

Why don't you want to continue your career in the academic environment?

What other companies are you interviewing with?

Have you worked on a drug/product development team before? If not, what are your perceptions about working on a drug/product development team?

How will your training help advance one of our drug candidates to the marketplace?

What do you think will be the most challenging part of your transition from academia to industry?

Tell me about the most challenging team you've worked on and what did you do specifically to help the team overcome those challenges?

Tell me about the best team you've worked on and what specifically made it function well? What was your role on that team?

Give me an example of something you failed at.

If I asked your colleagues/supervisor/subordinates about your work style, what would they say?

At was the most exciting work you've done and what, specifically, did you do?

Who is the worst person you've ever worked for? What did you learn from the experience?

What was your worst job? What did you learn from the experience?

Why do you think you're the best candidate for this position?

What are your 3 most significant weaknesses and what are you doing to address them?

Tell me about your supervisory experience.

Tell me about the work you'll be doing for this company (asked by non-supervisor)

What are your expectations for this position, if you are selected for this role?

I see you worked at X (or worked in Dr. Y's lab) – what was that like? What did you specifically contribute to support their success?

All projects here has #1 priority – how do you balance competing priorities? Give me an example of how you've accomplished this in the past.

How do you handle differences of opinion? Give me an example of a difference of opinion you've had with (1) a supervisor, (2) a colleague.

How do you handle stress?

How do you make decisions? (Get input? How do you handle multiple layers of decision-making?)

How do you work with people who don't make decisions based on science?

Since you haven't done this kind of work before, why do you think you would be successful at it? How do you plan to prepare for it?

What questions do you have for me?

How do you feel about doing research outside your current area of expertise/interest?

What is your current compensation?

QUESTIONS THE CANDIDATE SHOULD ASK!

What brought you to Company X and what keeps you here?

What are the top 3 challenges associated with this position?

If selected for this position, what are the key objectives to be achieved in the first 6 months?