With any potential employer, you must be prepared to ask insightful questions. Which questions you ask depends on:

- The Recruiter
- Your Career Interests & Skills
- Amount of Time You Have
- The Position

Here are 4 categories of questions you can ask recruiters.

**Strategic Comeback Questions:**
Designed to give you the chance to respond to the recruiter’s answer with a positive spin on how you perfectly fit (and ideally exceed) what the company is looking for in an employee. Examples Include:

- What kind of skills and experience do you look for in the employees you hire?
- What are the characteristics of your most successful employees?
- Are graduate degrees important in advancing within your organization? Which ones?
- Which courses or experiences do you suggest in order to become a successful candidate?
- What additional skills, like languages or computer skills, are particularly valuable?

**Strategic Planning Questions:**
Created to give you more information and knowledge about the hiring process for each employer.

- What kind of entry-level positions (or internships) exist within your organization?
- Does your company hire on a continual basis or just at certain times of the year?
- How long does the hiring process take? What does it consist of?
- What percent of applicants are eventually hired? What is the retention rate?

**Key Company Information:**
Provides you with critical inside information you need to know when making a decision about the attractiveness of each potential employer. Remember, a career fair is a two-way street and you should be evaluating these companies as much as they are evaluating you.

- What is your organization’s culture like?
- For how many years does the typical employee stay with your company?
- Are there opportunities for ongoing training through the organization?
- Do you expect your employees to relocate? How much travel is involved?
- Is there anything else I should know about your company?

**Recruiter Information:**
These personal questions can be asked to provide you with some critical insights.

- What made you choose this company in particular?
- How long have you been with this company and why do you stay?
- What advice would you give someone entering this occupation?
- What are the current trends in your career field (skill sets, demand, and effect of economy)?
- How can I contact you if I have a few questions later on?

**Helpful Resources:**

- Visit CDC’s A-Z index on Career Fairs: [www.uis.edu/career/students/events/career-fairs/about/](http://www.uis.edu/career/students/events/career-fairs/about/)
- View many additional Career Fair resources here: [www.quintcareers.com/career_fair_resources.html](http://www.quintcareers.com/career_fair_resources.html)