

Master List of Interview Questions

Questions to ask POIs

1. What are the expectations for a graduate student in your lab?
2. Do you have an open-door policy for your students or do you expect all meetings to be scheduled in advance?
3. How often do you meet with students?
4. Do students create their own projects or work on something already developed/in progress?
5. Do you take a hands-on or hands-off approach and does that change as students get further along in the program?
6. How many students do you intend to take?
7. How often do you collaborate with external PIs?
8. What is your approach to starting new projects?
9. Just out of curiosity, how many students applied for this application cycle?
10. Do you have a participant pool? Where does your data come from?
11. Are you planning on going on sabbatical anytime soon?
12. How many publications are students expected to have before graduating?
13. In your opinion, what is the greatest strength and greatest weakness of the program?
14. What made you choose to study at or be a professor at X university?
15. Where are your past students now?
16. How often do you meet with your current students?
17. What is the lab/group culture?
18. How often do you send students to conferences? Are there funding opportunities for travel?
19. How much do your students publish?
20. What are your goals for your students?
21. What are three adjectives your students would use to describe you?
22. What is a unique skill you offer that the other faculty do not?
23. If you could add a course from the core-curriculum, which would you pick?
24. In your opinion, what proportion of a PhD student's time should be spent in the following areas: assistantship, coursework, research, personal life?
25. What are some qualities you've observed in students who have been successful in this program? (really like this one!)
26. How long does it take students to graduate with their PhD on average?
27. Are there any opportunities for collaboration with other labs both in Developmental Psychology and outside of it?
28. From your perspective, what is the biggest social, emotional, and financial challenge that a student faces in grad school?

29. What lessons did you learn from your own advisor that you still carry with you today/implement into the mentoring of your students? (really like this one!)
30. What do you like to do in your free time when you're not working?
31. What direction do you see your lab going in within the next few years or so (research-wise)?
32. Can students work on side projects that aren't necessarily related to their dissertation?
33. What message do you want your work to convey to those outside of your discipline and the public?
34. Is there anything about my CV/experience or anything I said in this interview that concerns you and you want me to clarify further?
35. Do you encourage your students to pursue other activities or projects outside of their primary work?
36. What part of your job makes you the happiest and what do you wish you could change about your job, if anything?
37. How did you develop your research interests and what inspired you to want to do the work that you do now?
38. How have your research interests changed over time?
39. Are there professional development opportunities in this program?
40. How long did it take past students in your lab to get their PhD?
41. How open are you to your students pursuing non-academic careers?
42. What advice would you give to a student who wants to be successful in your program? Are there any specific pitfalls to be avoided? (really like this one!)
43. Why do you think I should choose this program?

Questions to ask other faculty members (non-POIs)

1. In your view, what is the greatest strength and greatest weakness of the program?
2. What made you choose to study at or be a professor at X university?
3. What are three adjectives your students would use to describe you?
4. What is a unique skill you offer that the other faculty do not?
5. In your opinion what proportion of a PhD student's time should be spent in the following areas: assistantship, coursework, research, personal life?
6. What are some qualities you've observed in students who have been successful in this program?
7. What lessons did you learn from your own advisor that you still carry with you today/implement into the mentoring of your students? (really like this one!)
8. What do you like to do in your free time when you're not working?
9. What message do you want your work to convey to those outside of your discipline and the public?

10. What part of your job makes you the happiest and what do you wish you could change about your job, if anything?
11. How did you develop your research interests and what inspired you to want to do the work that you do now?
12. How have your research interests changed over time?
13. Is it possible to do a joint PhD?
14. What advice would you give to a student who wants to be successful in your program? Are there any specific pitfalls to be avoided? (really like this one!)
15. Why do you think I should choose this program?

Questions to ask current grad students

1. How are you?
2. What was your graduate school application process like?
3. What motivated you to apply to grad school?
4. What is your favorite/least favorite part about living in (insert city name here)?
5. What research are you working on?
6. What does a typical day look like for you?
7. Are there professional development opportunities in this program?
8. What is your advisor's personality like and how well does it fit with yours?
9. Is the project you're working on what you thought you'd be doing, or has the project you're working on gone in any unexpected directions?
10. Would you choose this advisor if you were doing it over? (really like this one!)
11. In your opinion, what is the greatest strength and greatest weakness of this program?
12. Does the environment feel more collaborative or competitive?
13. Does the environment feel inclusive?
14. What would you improve about your program?
15. How would you describe your PI's advising style?
16. What are 3 things your adviser can do better?
17. How much time are you expected to spend in the lab?
18. How much time have you spent off-campus with those in your cohort?
19. How much of your weekend is spent doing work?
20. What do you like to do in your free time when you're not working?
21. What message do you want your work to convey to those outside of your discipline and the public?
22. How did you develop your research interests and what inspired you to want to do the work that you do now?
23. What has been your favorite moment of your graduate school experience so far and your most challenging moment?
24. Why did you choose to attend this program?

25. What do you think of the courses - useful content, well taught, relevant to your research/goals?
26. Do you feel like the stipend that you get is livable for the area?
27. What is one thing that you have learned since you have been in your advisor's lab?
28. What are your tips for staying organized (e.g., using a planner)?
29. How do you deal with the stress and expectations of grad school?
30. What qualities do you think a student needs to have to be successful in this program?
31. How do you deal with imposter syndrome?
32. What was the most challenging aspect of grad school that you had to get used to as a first-year student?
33. What kind of resources does the program offer (e.g. for mental health and career development)?
34. Is there anything you wish you had taken into consideration when making your decision about where to attend? (really like this one!)
35. Is there something about your mentor that drew you to their lab and did they maintain that characteristic after you joined their lab? (really like this one!)
36. If needed, would your advisor go to bat for you and vouch for you?
37. Do you feel like you can talk to your advisor about anything, even personal issues?
38. How does authorship usually work in your lab?
39. Why do you think I should choose this program?