

# INTERVIEW QUESTIONS TO AVOID (AND WHAT TO ASK INSTEAD)

SUBJECT	DON'T ASK	ASK ABOUT
<b>Age</b>	<ul style="list-style-type: none"> <li>· How old are you?</li> <li>· What year were you born?</li> <li>· When do you plan to retire?</li> </ul>	<ul style="list-style-type: none"> <li>· Long-term career goals</li> </ul>
<b>Disability</b>	<ul style="list-style-type: none"> <li>· Do you have a disability?</li> <li>· What is the severity of your disability?</li> <li>· Do you require accommodations?</li> </ul>	<ul style="list-style-type: none"> <li>· Ability to perform the essential duties with or without accommodation</li> </ul>
<b>Health &amp; Physical Characteristics</b>	<ul style="list-style-type: none"> <li>· Do you have any health conditions?</li> <li>· Do you suffer from any mental illness?</li> </ul>	<ul style="list-style-type: none"> <li>· Ability to perform the essential duties with or without accommodation</li> </ul>
<b>Marital or Family Status</b>	<ul style="list-style-type: none"> <li>· Are you single or married?</li> <li>· Do you have children?</li> <li>· Are you expecting children?</li> <li>· Who will take care of your children?</li> </ul>	<ul style="list-style-type: none"> <li>· Availability for work during required schedule</li> <li>· Career goals</li> </ul>
<b>Military Service &amp; Experience</b>	<ul style="list-style-type: none"> <li>· Will you or your partner be deployed anytime soon?</li> <li>· Were you honorably discharged from the military?</li> </ul>	<ul style="list-style-type: none"> <li>· Experiences applicable to essential duties</li> <li>· Availability work during required schedule</li> </ul>
<b>Nationality</b>	<ul style="list-style-type: none"> <li>· Are you a U.S. citizen?</li> <li>· What is your native language?</li> <li>· Where were your parents born?</li> </ul>	<ul style="list-style-type: none"> <li>· Legal authorization to work in the U.S.</li> <li>· Language fluency</li> </ul>
<b>Personal Finances</b>	<ul style="list-style-type: none"> <li>· How far is your commute?</li> <li>· Do/will you own or rent your home?</li> </ul>	<ul style="list-style-type: none"> <li>· Willingness to relocate</li> <li>· Availability work during required schedule</li> </ul>
<b>Political Affiliation or Organizations</b>	<ul style="list-style-type: none"> <li>· What political party do you support?</li> <li>· What clubs are you part of?</li> <li>· What social organizations do you belong to?</li> </ul>	<ul style="list-style-type: none"> <li>· Memberships in professional organizations relevant to essential duties</li> </ul>
<b>Sex/Gender Identity &amp; Orientation</b>	<ul style="list-style-type: none"> <li>· Do you have a husband/wife/partner?</li> <li>· How do you feel about supervising men/women/non-binary people?</li> </ul>	<ul style="list-style-type: none"> <li>· Experiences applicable to essential duties</li> </ul>
<b>Religion</b>	<ul style="list-style-type: none"> <li>· Are you religious?</li> <li>· What religion or creed do you practice?</li> <li>· What holidays do you observe?</li> </ul>	<ul style="list-style-type: none"> <li>· Availability to work during required schedule</li> </ul>
<b>Race &amp; Ethnicity</b>	<ul style="list-style-type: none"> <li>· Where are you from?</li> <li>· How did you arrive in the U.S.?</li> <li>· What is your cultural background?</li> </ul>	<ul style="list-style-type: none"> <li>· Experiences applicable to essential duties</li> </ul>