EXPATRIATE INTERVIEW QUESTIONS

Name: ______________________

How many international assignments have you had? _____

1. Tell me about your last overseas assignment, from the time when you first learned about the possibility of going to ____________________.
2. What did you think when you first heard you were going to ____________________?
3. What were the first few days like?
4. Were there things that surprised you about the way people thought or worked?
5. What was your first big "aha" about the culture?
6. How would you sum up your first six months?
7. Did you have someone who could explain the local culture to you and that you could confide in? Who were they and how did they help you?
8. How did people (of that culture) see you?
9. Can you describe your relationship with your co-workers?
10. What did you think about your job?
11. Can you describe your relationship with your home organization?
12. What was the most important thing you learned in those first six months?
13. If family accompanied you, what did they think about living in ____________________?
14. Whom did you mainly socialize with (people from your own culture, third-country expatriates or host-country nationals)?
15. How would you describe your living situation?
   a. Lived in a compound of expatriates
   b. Lived in a neighborhood composed primarily of expatriates
   c. Lived in a neighborhood composed primarily of host-country nationals
16. How many host-country co-workers did you interact with on an average day?
17. How many did you supervise? What was that like?
18. Did you feel you changed as a result of working abroad? If so, how?
19. What was it like to come home (if the person has been repatriated)?
20. Do you get to use the skills you acquired abroad in your current job?
21. Would you go abroad to work again? Why?
22. If you had to select people to work abroad, what characteristics would you look for?
23. What advice would you give to a friend who was on his or her way to a foreign assignment?
24. What advice would you give to a person ending a foreign assignment about returning home?
25. What advice would you have for HR departments about handling expatriates?

Thank you!

Integrative Questions

4. What surprised you most in the interview?
5. What was the most significant thing you learned?
6. Would you be a good candidate to work overseas? Why?