

Questions you CAN ask & ones you should AVOID!

Avoid

What is your maiden name? / Do you go by Ms. or Mrs. / That is a interesting last name, is that Irish?

What is your date of birth?
How old are you?

When did you graduate from high school? College?

Are you an American citizen?
Where were you born? / What is your nationality?

What language did you speak growing up?

Which religious holidays do you observe?

Have you been arrested?

Try Instead

What is your name?

Are you over the age of 16/18? Job specific questions.

Did you graduate from high school? College? Job specific questions.

Are you eligible to work in the United States? Must ask of all applicants.

Do you speak any languages other than English that could be applied to this position or company?

This position requires employees to work holidays and weekends, will that be a problem?

This position requires employees to pass a background check (credit check, Department of Motor vehicle check) upon receiving a conditional offer of employment. Would you sign a release for this check?

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FREE!

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