**ALWAYS, SOMETIMES, NEVER CARD SORT**

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| **Wear jeans, even with holes in them** | **Ask the interviewer question(s) at the end** | **Arrive at least 15 minutes before your interview** | **Drive the route the day before to see if there are delays such as trains or construction** | **Answer the question “What is your biggest weakness?” with a strength** |
| **Send your follow-up message the next day** | **Answer questions in one- or two-word responses** | **Tell negative stories about your last job/manager** | **Wear comfortable shoes** |  |
| **Print copies of your resume with references to bring to the interview, even if they already have a digital copy for your application** | **Check your phone/smartwatch when it goes off during the interview** | **Avoid eye contact with the interviewer** | **Before the interview, research the company and understand its mission, values, and culture.** |  |

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