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Job Interview — Tips for Success

Dress code, punctuality, typical questions and salary negotiation during Vorstellungsgespräch in Germany.

Deutsche Begriffe: Vorstellungsgespräch | Bewerbungsgespräch | Dresscode | Gehaltsvorstellung | Probearbeit

Vorstellungsgespräch in Germany

In Germany, the Vorstellungsgespräch (job interview) is a formal process with clear expectations. Good preparation significantly increases your chances.

Dress Code

- **Office / Administration:** Suit or blazer with shirt/blouse, subtle colors (dark blue, gray, black)
- **Crafts / Production:** Clean, well-groomed clothing — jeans and polo shirt are often acceptable
- **IT / Creative Industry:** Business-casual — neat jeans with shirt/blouse
- **Rule of thumb:** Better slightly overdressed than too casual

Punctuality

Arrive **5-10 minutes before your appointment**. Being late is an absolute no-go in Germany. Plan your journey generously and have a phone number ready in case something unexpected happens.

Typical Questions

Question	Tip
"Tell me about yourself."	Brief introduction: education, experience, motivation (2-3 minutes)

Question	Tip
"Why this position?"	Connect to the company
"What are your strengths?"	Provide concrete examples
"What are your weaknesses?"	Be honest, but with improvement strategy
"Where do you see yourself in 5 years?"	Realistic career goals

Ask Your Own Questions

Prepare **2-3 of your own questions** — this shows interest:

- "What does a typical workday look like?"
- "What further training opportunities are available?"
- "How large is the team?"

Salary Negotiation

- Research **beforehand** standard salaries in your industry (e.g., on kununu.com, gehalt.de)
- State a **salary range** instead of a fixed number
- Gross annual salary is standard in Germany (not monthly salary)
- Remember: vacation, bonuses, home office and job ticket are negotiable

After the Interview

- A short **thank-you email** the same day looks professional
- Ask about the **timeline** for the decision
- If you don't hear back after 2 weeks: ask politely for an update

Probearbeit

Some employers invite you to a **trial workday**. This is usually **unpaid** (maximum a few hours) and serves for mutual getting to know each other.

--- As of: March 2026. All information without warranty.