

TYPES OF INTERVIEWS

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- **Screening/Telephone Interview** – After receiving a high number of applications, employers may choose to screen candidates through an automated applicant tracking system or with 20-30 minute phone interviews in order to identify the best and most qualified candidates.
- **One-on-One Interview** – Perhaps most common, these basic interviews involve questions about skills and experience as they relate to the position. Interviewers may also want to assess whether or not the candidate would fit well within the culture of the organization.
- **Behavioral Interview** – During these interviews, candidates will be asked questions pertaining to their problem-solving, communication, and leadership styles. Sometimes made up scenarios are used.
- **Breakfast, Lunch, Dinner Interview** – Can the candidate handle themselves gracefully in public? Do they know proper dining etiquette? Interviewers will find this out during an interview over a meal.
- **Group Interview** – Employers will interview candidates in groups to observe which ones emerge as leaders or supporting members as well as which ones are quickly trusted by the others.
- **Committee Interview** – These interviews are common when group or inter-departmental work is essential to the position. Typically, panelists will engage with the candidate with their own questions. When entering and leaving the room, the candidate should shake everyone's hand and make eye contact throughout.
- **Stress Interview** – The interviewer might become deliberately sarcastic or argumentative to see how the candidate reacts. They may also be very late or switch the interviewer last minute.
- **Structured Interview** – Questions remain the same for all candidates to ensure consistency.
- **Unstructured Interview** - Questions may be changed based on the interviewee's responses.
- **Video Interview** – To save on costs or for out-of-town candidates, employers commonly use Skype.

GENERAL INTERVIEW PROCESS

Before receiving an offer, it is common to have several rounds of interviews. In some cases, companies will use various types of interviews to establish your credibility as a candidate. In most cases, at least one of the interviews will be in-person, even if you live remotely. Therefore, a sample interview process is:

Phone/Screening Interview → First Round Interview → Second Round Interview → Offer