

# Structured Interview

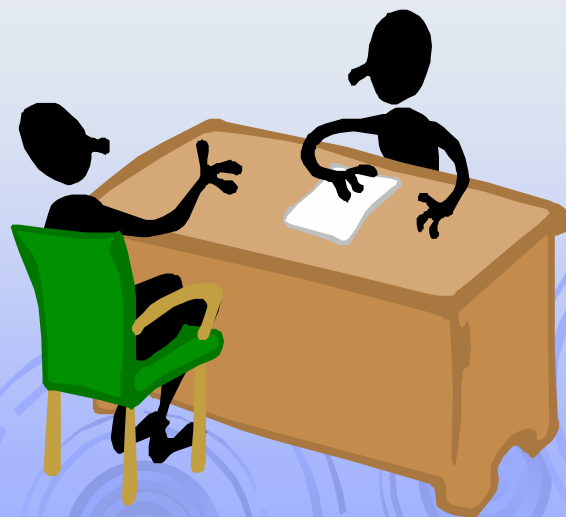


The interviewer explores certain predetermined areas using questions which have been written in advance.

The interviewer has a written description of the experience, skills, and personality traits for an ideal candidate. This type of interview is very common and most traditional interviews are based on this format.

# Unstructured Interview

Although the interviewer is given a written description of the ideal candidate, in an unstructured interview, the interviewer is not presented with instructions on what specific areas to cover.



# Multiple Interviews

Multiple interviews are commonly used with professional jobs (especially in larger firms). This approach involves a series of interviews in which the candidate meets individually with various representatives of the organization. After the interviews are completed, the interviewers meet, discuss, and pool their information about the candidate's qualifications for the job.

# Stress Interview



The interviewer intentionally attempts to upset the candidate to see how he/she would react under pressure. The candidate may be asked questions that are uncomfortable or may be interrupted when he/she is speaking. Although it is uncommon for an entire interview to be conducted under stress conditions, it is common for the interviewer to incorporate stress questions as a part of a traditional interview.

# Targeted Interview

Although similar to the structured interview, the areas covered are much more limited. Key qualifications for success on the job are identified and relevant questions are prepared in advance.



# Situational Interview

Situations are set up to simulate common problems the candidate may encounter on the job. His/her responses to these situations are measured against pre-determined standards. This approach is often used as one part of a traditional interview rather than as an entire interview format.

