

Type of Interview: Which Works for Me?

01

Traditional interview

A classic. Usually last between 30 minutes to two hours. You will ask a series of questions to assess candidate capability. You can also follow up with an additional interview. We'd recommend more than one interviewer, as this helps prevent bias. It also gives a fresh perspective on the candidate.

Used in: All industries



02

Group interview

Similar in length and style to a traditional interview, but with multiple candidates. Useful if you're hiring multiple people for similar roles. Helps to assess teamwork & communication skills as well as business compatibility. Can combine with other interview styles to determine job performance.

Used in: Retail, Sales, Internships



03

Behavioural interview

This type of interview involves you presenting the interviewee with problems or scenarios to solve. It tests problem solving skills and how they work under pressure. It's important not to expect the candidate to provide a "correct" answer. You're assessing their process, not their results.

Used in: Finance, Professional & Technical Activities, Upper Management



04

Serial interview

An intense series of different interviews all held on the same day. Can be held in different settings. Can be held with different people. Usually last at least one hour, if not several. Good for assessing communication skills and adaptability. Helps prevent bias.

Used in: Upper management positions



05

The working interview

Similar to the behavioural interview, except you give the interviewee real job tasks. Great for assessing competency and talent. For this reason, this is a great fit for skill-based roles. Should be used in conjunction with other interview styles for full effectiveness.

Used in: Skill-based industries, such as construction. Also useful for assessing contractors



06

The panel interview

Similar to the serial interview, but instead of multiple sessions with several people you conduct one meeting with several interviewers with their own set of questions each. This is useful if the candidate will be working directly with multiple departments.

Used in: All industries



Need tips on how to make your recruitment efforts as effective as possible?

Speak to one of our experts today on **0800 015 4939**.