UNDERSTANDING INTERVIEWING STYLES

How your interview is structured will depend on the job requirements, the organization's philosophy, the work environment and the interviewer's personality. The following are some of the most widely used interview styles.

Question and Answer

This has been widely used in the past and is the most common interview technique. Basically, an employer asks similar questions of each candidate and subsequently compares and distinguishes the candidates from one another.

Behavioral

Behavioral interview is the most popular with employers. This approach to interviewing is based on the premise that past behavior is a likely predictor of future behavior. During behavioral interviews, each question will probe more deeply to reveal how you approached past situations and the results of your efforts. A typical line of questioning in this interview type might be:

> "Tell me about a time when you had to use your communication skills to influence someone's decision. What challenges did you face? How did you gain support? What happened next? What results did you achieve?"

The best response to behavioral questions is to use the **"STAR"** Technique to demonstrate your behavior.

S = Situation – Use a story technique to make a brief statement about the situation.

T = Task – Explain the tasks to be accomplished.

A = Actions – Explain the actions you took.

R = Results – Detail the outcomes of your initiatives.

For more help with Behavioral Interviewing see these documents:

- STAR Method Behavioral Based Interviewing
- Behavioral Based Interview Questions

Case Approach

Employers use the case method to pose a problem relevant to their business. In this method, the candidate is asked to propose logical steps to address a situation. The case approach is used to assess your organizational, analytical and problem-solving approach in unfamiliar situations.