



lingoda

# Different types of job interviews

COMMUNICATION

LEVEL

Upper-intermediate

NUMBER

EN\_BE\_3A10X

LANGUAGE

English





## Goals

- Can read and understand a text about the differences between types of job interviews
- Can use new understanding and vocabulary to express own experiences with job interviews





**Job interviews** can take many different forms.

Knowing the details of each type means we know what to expect and makes us more likely to **succeed**.



## Warm-up

**What was your last interview like?  
Describe it to your teacher.**





## Brainstorm



Do you know the names of any  
**interview types**?

Which ones have you had  
experience with?



## Types of interviews

**one-on-one  
interview**

**behavioural  
interview**

**task-based  
interview**

**panel interview**

**lunch interview**

**group interview**

**video interview**

**phone  
interview**





## Different types of job interviews

Stepping into the world of job-seeking as a new candidate can be a **daunting** experience. An interview is your chance to convince a company that you are the best person for the position. The **rapid** development of communication technology has resulted in a **diverse** range of ways of conducting interviews. Job interviews can now take a number of forms, each with their own set of positives and negatives. Knowing how each of them works can increase your chances of a successful application. It pays to be prepared.





## One-on-one interviews

**Traditionally**, interviews take the form of a **one-on-one** meeting. You are interviewed by one **representative** from the company who will also likely be the manager or superior of the position you are applying for. In this form of interview, you will be working directly with the person interviewing you, so they will have an interest in getting a feel for who you are and **determining your suitability** as a candidate. In a **one-on-one** interview, you will be asked about your work experience, what you have included on your CV and what you have to offer the company. This is one of the most common forms of job interview.







## One-on-one interviews

**What are some advantages of participating in a one-on-one interview?  
Are there any particular challenges involved in this kind of interview?**

Easier or harder to  
connect with the  
interviewer?

More or less  
pressure?





## One-on-one interviews

**Have you ever had a memorable experience during a one-on-one interview? What made it interesting?**





## Choose the best answer

1. Traditionally, interviews take the form of a \_\_\_\_\_ meeting.

- a. one-on-one      b. group      c. video      d. phone

2. You will likely be asked about \_\_\_\_\_ in a one-on-one interview.

- a. your CV      b. what you can offer the company      c. your work experience      d. all of these

3. A traditional interview will typically be conducted by a \_\_\_\_\_ of the department you will be working in.

- a. reparation      b. representative      c. relative      d. referee

4. The development of technology has resulted in \_\_\_\_\_.

- a. increased competition for candidates      b. interviews becoming less common      c. many new forms of interviews      d. more stressful interviews

**applicant**

**panellist**

An **applicant** is a person who applies for something, usually a job.

**Panellists** are people who are gathered together for discussion or judgement, e.g. a group of employers conducting interviews for a position.



The **applicant** arrived early and shook hands with the **panellists**.



## Panel interviews

In a **panel interview** you are interviewed by a panel i.e. a group of people. The interviewing team may consist of a range of different representatives from different departments in the company. Panel interviews can be effective for a company as it **fosters a collective opinion** of the candidate. One panellist could pick up on something important which **escaped the notice** of the others. Typically, each panellist will be responsible for asking a question relevant to their position or role in the company.





## Behavioural interviews

**Behavioural interviews** place the interviewee in situations which are usual in the role they are applying for. The interviewer will ask questions to **determine** your performance or actions in a specific situation. Questions about what you would do in a challenging or stressful situation should be **expected**. Your response and how you manage to deal with the situation **in question** will show the interviewer how you cope with certain situations, what you do to solve them and whether you are a suitable **candidate** for the role.





## Choose the best answer

1. \_\_\_\_\_ interviews ask the applicant about situations relevant to the position in order to determine what they would do in that context.

**a. One-on-one**

**b. Behavioural**

**c. Coffee**

**d. Panel**

2. Your response helps to show whether you are a suitable \_\_\_\_\_ for the position.

**a. candidate**

**b. candidacy**

**c. castigate**

**d. candid**

3. Panel interviews can be effective for a company as it fosters a \_\_\_\_\_ opinion of the candidate.

**a. college**

**b. collection**

**c. collective**

**d. collage**

4. Often, each panellist will be responsible for asking a question \_\_\_\_\_ to their own position or role in the company.

**a. irradiate**

**b. irrelevant**

**c. radiant**

**d. relevant**



## Give your opinion

What are some positives and negatives of **panel interviews**?

Do you prefer a **panel interview** or a **one-on-one interview** when applying for a job? Why?







## Write an e-mail

**Your friend is preparing for a behavioural interview.  
Write them an e-mail giving them some tips about what they  
can expect in the interview.**

— □ ×

To: wilson@fakemail.com

Subject: Tips for your interview

\_\_\_\_\_

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## Group interviews

Companies conduct **group interviews** in order to **screen** a large number of applicants at the same time. A group interview may typically begin with a short presentation about the company, its values and background. Afterwards, an interviewer will usually meet with candidates individually for **screening** and **questioning**. Group interviews offer employers a chance to **observe** how applicants **interact** with each other, which helps them to judge whether the applicants would fit in well at the company.





## Lunch interviews

A **lunch interview** usually occurs as a **follow-up** after an initial interview. This type of interview also allows a company to see whether you would fit in with the team. For the applicant, it's a great **opportunity** to ask questions, learn more about the company and make a good **impression** on potential future colleagues.





## Discuss

**How could you make  
a great first  
impression during a  
group interview?**





## Task-based interviews

**Task-based interviews** are often based on skills or abilities **relevant** to a position. The applicant will be given a task or case which they are required to solve, usually within a certain amount of time. These interviews test an applicant's **problem solving** and **strategic** skills, as well as their ability to apply their skills **under pressure**.





## Task-based interviews

**Write a brief response to the questions below.**

Have you ever participated in a task-based interview? If so, what kind of tasks did you complete?

If not, what kind of tasks could you imagine being common in this type of interview?

What are some of the unique challenges of task-based interviews?

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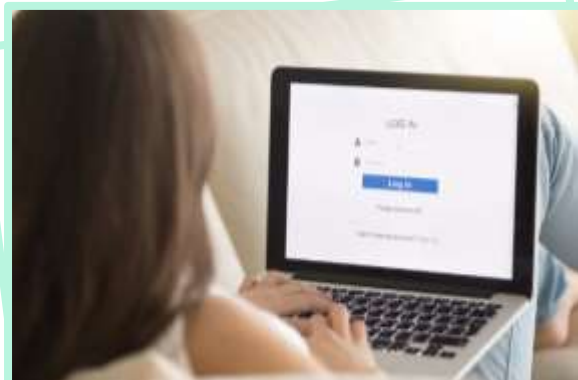
## Brainstorm

**Technology has had an enormous impact on how we communicate.**

**How might it have affected the ways in which we can participate in a job interview?**

software

webcam

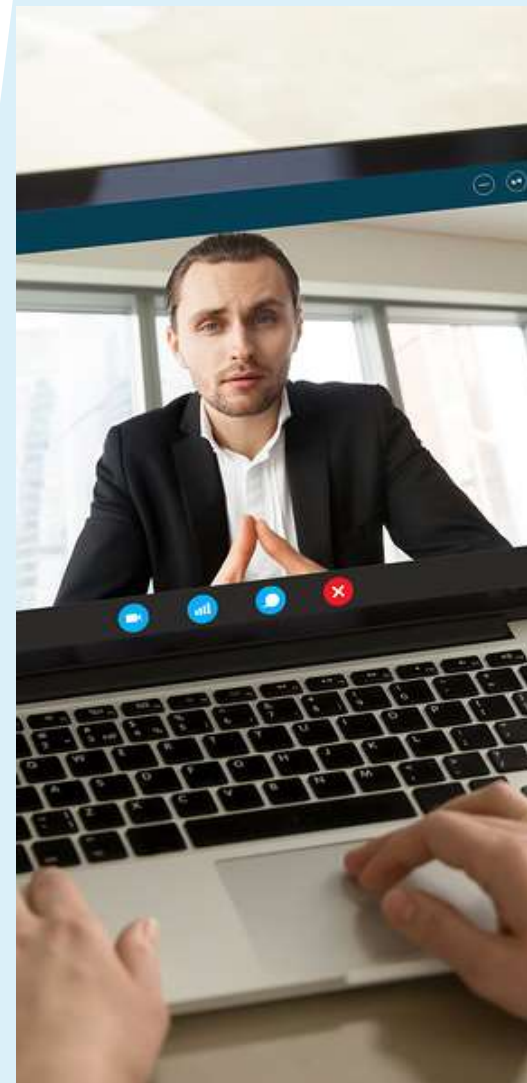




## Interviews and technology

For non-local applicants, or for initial contact, a **phone interview** can be a useful way for employers to ask some basic questions and then invite the applicant to meet in person. A phone interview is usually scheduled, but sometimes employers will call **unexpectedly**.

**Video interviews** have also become more common, especially since the rise of **remote work** and **outsourcing**. For this type of interview it helps to be prepared: ensure your attire and dress is suitable and try to have a fast and **stable connection** to ensure communication is clear.







## Types of interviews

**Rank the interview types below from most difficult to least difficult.  
Justify your choices to the teacher.**



panel interview

phone interview

behavioural  
interview

group interview

one-on-one  
interview

video interview



## Discuss

**If you were conducting an interview for a job within your field, which type of interview would you choose?**

**Talk to your teacher about what benefits each type offers. Explain which type you think would be the most effective.**





## Write an interview guide

**Write a short guide for job applicants.**

**Use some of the knowledge you've learnt during this lesson.  
What tips would you give for each of the interview types below?  
Aim for 100 words per type.**

group interview

task-based interview

video interview

A spiral-bound notebook with a light gray cover and white pages. The pages are lined with horizontal gray lines. The notebook is open, showing two pages. The left page is partially visible, showing the spiral binding. The right page is fully visible and has several horizontal lines for writing.



## Reflect on the lesson

Take a moment to review any new **vocabulary, phrases, language structures** or **grammar points** you have come across for the first time in this lesson.

Review them with your teacher one more time to make sure you don't forget!

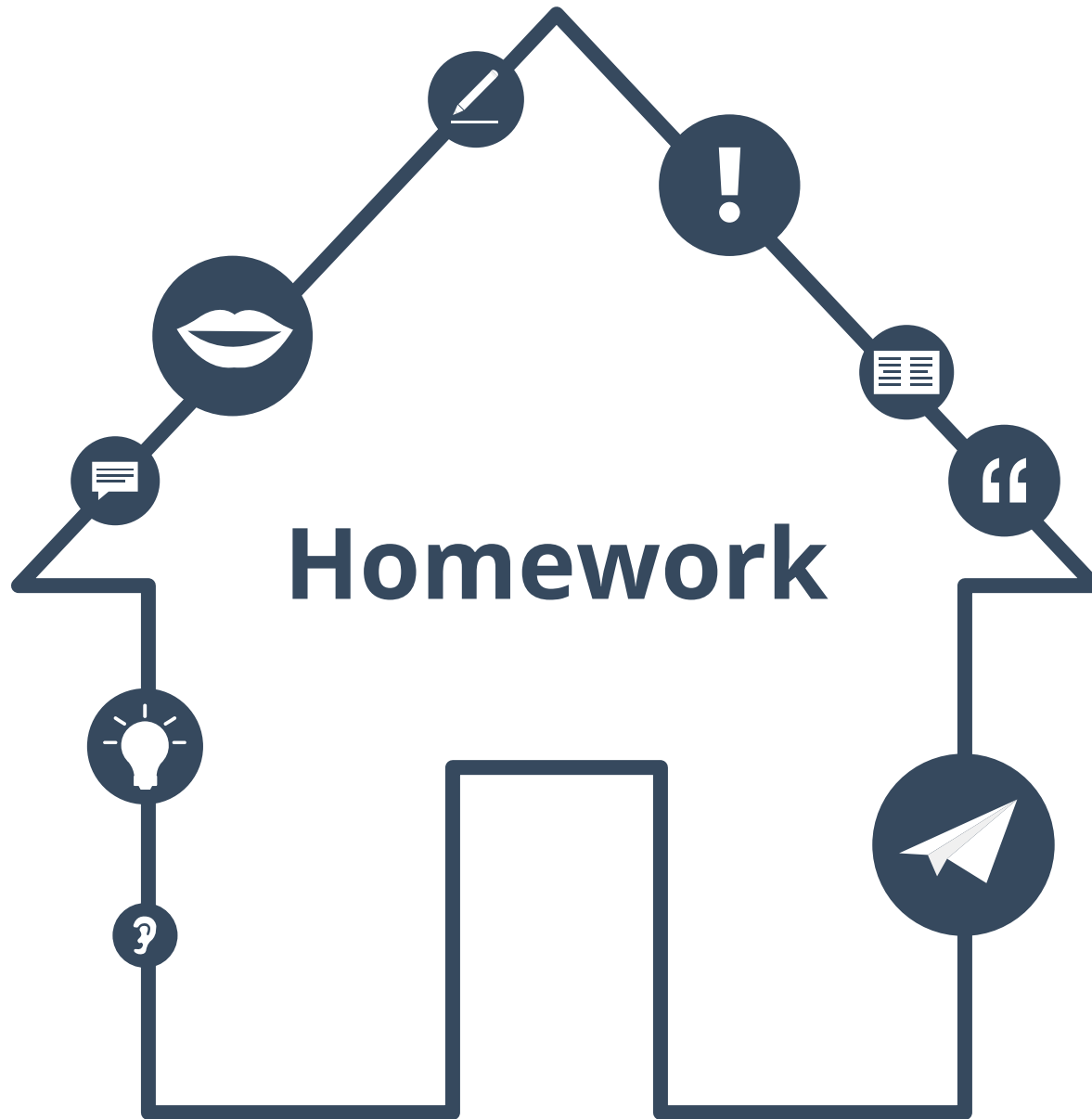




## Answer key

**Exercise p. 15**  
1b, 2a, 3c, 4d

**Exercise p. 11**  
1a, 2d, 3b, 4c.





## Writing activity

Write a paragraph summarising your understanding of one type of interview.

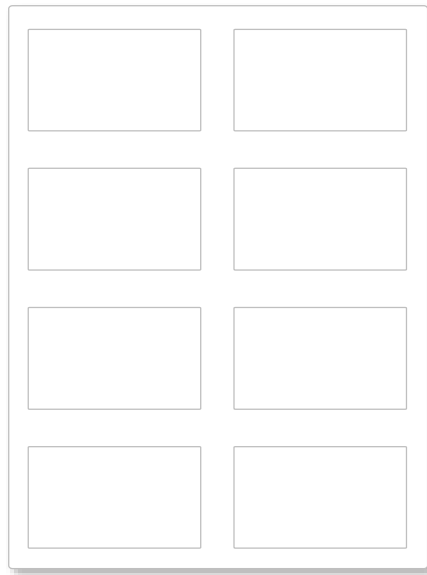
What is your favourite type of interview? Why?





## Flashcard activity

**Create flashcards for the different forms of interview.  
Write the definitions on the back of the cards to help you  
remember the key differences.**







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