

Title:

The Different Types Of Job Interviews

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Summary:

Job interviews are all about finding the right fit between the employer and potential employee.

Job hunters going on interviews can expect one of two primary styles of interviewing. The following interview styles were techniques used by Hiring Managers, hiring for Houston Jobs:

Screening Interview

Screening Interview: A member of the human resources department usually conducts the screening interview, which is meant to weed out unqualified candidates. Providing facts...

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Article Body:

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Job hunters going on interviews can expect one of two primary styles of interviewing. The following interview styles were techniques used by Hiring Managers, hiring for Houston Jobs:

Screening Interview

Screening Interview: A member of the human resources department usually conducts the screening interview, which is meant to weed out unqualified candidates. Providing facts about your skills is more important than establishing rapport. Interviewers will work from an outline of points they want to cover, looking for inconsistencies in your resume and challenging your qualifications. Provide answers to their questions, and never volunteer any additional information. That information could work against you.

## One-On-One Interview

In a one-on-one interview, it has been established that you have the skills and education necessary for the position. The interviewer wants to see if you will fit in with the company, and how your skills will complement the rest of the department. Your goal in a one-on-one interview is to establish rapport with the interviewer and show him or her that your qualifications will benefit the company.

## Stress Interview

Stress interviews usually are a deliberate attempt to see how you handle yourself. The interviewer may be sarcastic or argumentative, or may keep you waiting. Expect this to happen and, when it does, don't take it personally. Calmly answer each question as it comes. Ask for clarification if you need it and never rush into an answer. The interviewer also may lapse into silence at some point during the questioning. Recognize this as an attempt to unnerve you. Sit silently until the interviewer resumes the questions. If a minute goes by, ask if he or she needs clarification of your last comments.

## Lunch Interview

The same rules apply in lunch interviews as in those held at the office. The setting may be more casual, but remember it is a business lunch and you are being watched carefully. Use the lunch interview to develop common ground with your interviewer. Follow his or her lead in both selection of food and in etiquette.

## Committee Interview

Committee interviews are a common practice. You will face several members of the company who have a say in whether you are hired. When answering questions from several people, speak directly to the person asking the question when responding. It is not necessary to answer to the group. In some committee interviews, you may be asked to demonstrate your problem-solving skills. The committee will outline a situation and ask you to formulate a plan that deals with the problem. You don't have to come up with the ultimate solution. The interviewers are looking for how you apply your knowledge and skills to a real-life situation.

## Group Interview

A group interview is usually designed to uncover the leadership potential of

prospective managers and employees who will be dealing with the public. The front-runner candidates are gathered together in an informal, discussion-type interview. A subject is introduced and the interviewer will start off the discussion. The goal of the group interview is to see how you interact with others and how you use your knowledge and reasoning powers to win others over. If you do well in the group interview, you can expect to be asked back for a more extensive interview.