

# Different Types of Interview Structures



### Panel/Committee Interview

In a panel/committee interview, a candidate might meet with several members of a panel who are conducting the interview. These interviews tend to be more objective, have increased time-savings, and offer more accurate and consistent assessments. The downside to this approach is that it can be time consuming and difficult to get the panel scheduled together and can result in delays reaching consensus.

### Case Interview

The interview assesses problem-solving skills. The interviewer will outline a situation or provide a case study and ask the candidate to formulate a plan that deals with the problem to see how the candidate applies knowledge and skills to a real-life situation.

### Telephone Interview

Many organizations will conduct interviews by telephone to narrow a field of candidates. Telephone interviews may also be used as a preliminary interview for candidates who live far away from the job site.

### Group Interview

A group interview invites front-runner candidates to gather 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 candidates interact with others and use their knowledge and reasoning to influence others.

### Lunch/Dinner Interview

In a lunch/dinner interview, the same rules apply at a meal as those in an office interview; however, the setting may be more casual.

### Informational Interview

An informational interview is not a job interview. Rather, it's an interview with an individual working in a career you would like to learn more about. An informational interview is an interview conducted to collect information about a job, career field, industry or company.



### Face-to-Face Interview

The most traditional interview is a one-on-one conversation between a candidate and interviewer where questions are asked about the candidate's qualifications and experiences.

### The Apprentice Interview

In an apprentice interview, a candidate may be asked to complete an actual job task as part of the interview so the interviewers can observe the candidate completing the job.

### The Career Fair Interview

These types of interviews are generally impromptu interviews, where candidates have only 10 or 15 minutes to sell themselves to the recruiter for a chance to come in for a full interview.


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### Video Interview

As hiring becomes more global, both for employers and candidates, video interviewing is a way to expedite the interview process by conducting long-distance or international interviews. An example of a video interview is Skype. Participants will want to ensure the camera and microphone is working as there is the potential for technology challenges. Be aware of lighting and the colors you wear to ensure you are not distracting to the viewer.

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