



Handle Different Types of Job Interviews

Interviews are sessions where the potential candidates are selected and short listed on the basis of their merits, prior work experience and educational qualification.

Interviews can be of different kinds. The **job seeker** must retain his or her confidence while sitting before the interview panel. The candidates are required to brush up their analytical, communicative and inter personal skills. Be prepared and punctual. Try and reach the interview venue at least 15 minutes before hand, that way you will be able to cut down on your levels of stress and anxiety.

The different possible kinds of interviews are stated below:

Behavioral interview: In the interviews of this kind, emphasis is given on your past achievements and accomplishments. These are taken as indicators of your future performances. The interviewers, in behavioral interviews try to analyze your past experiences, and the ways in which you effectively reached your target in the past, in spite of being fraught by unexpected problems. The candidates can be asked to describe a particular situation, the decisions and actions that have been undertaken, the interviewee can be asked to elaborate on outcomes, specify about the lessons learned.

Traditional interviews: The main focus of the traditional interviews is on the broad based and basic questions. The interviewer may ask you questions like reason for you choosing the particular organization. Candidates may be asked to reveal detail about their strengths and weaknesses. The candidate is judged to see if he is capable of coordinating and cooperating with the team members. The traditional interview focuses on your management and professional styles, the way you handle hypothetical situations. The traditional interview helps you to develop close connection with the interviewer. This helps the candidate to communicate effectively in a less pressurized environment.

Screening interview: The screening interview help to narrow down list of potential candidates. This helps to increase efficiency of the formal interview process. This can be a face to face or even phone interview. Those being called for screening interviews are short listed from the initial screening process of resume. The candidates are required to meet the recruiter. Follow ups after the initial rounds of interviews are extremely important. The job seeker may at times meet hiring authorities directly. A thorough screening process is undertaken by these hiring authorities, and it is at this stage that most of the candidates get eliminated.

Panel or group interview: The panel or group interview intends to upset you deliberately. This



way, they test your stress handling capabilities. At times groups of interviewee may be called in at the same time by the group or panel interviewers. You need to remain cool and composed during the panel or group interview. You can practice mock interviews and make your self comfortable with this kind of interview. Try to focus on specific aspects of your personality. Try to be a good listener; this will help you to face "rapid fire questions" in the interview session better.

Structured interviews: These interviews are very common in large organizations. As the name suggests, interviews of this kind are highly structured. In these kinds of interviews, the job seeker is required to furnish all necessary data and information that are relevant to the job. The structured interviews are also know as "patterned interview", it is a very straight forward kind of an interview, where the job seeker is asked very certain set standards of questions. This helps the interviewer to compare and evaluate the candidates fairly. The interviewer mainly tries to analyze skills and abilities of the candidate and see to it that they match requirements of the organization.

Reality interview: The interview of this kind tries to analyze strategies and techniques applied by the candidate in the past for handling pressures, and his potentiality to handle future pressures.

Preliminary interview: This is a kind of informal interview, conducted by an individual for securing basic information about a person **looking for jobs**.

Unstructured interviews: The candidates in this kind of interview have freedom to speak about himself, or reveal his knowledge about his own background. The candidate is also free to express what he expects, and issues pertaining to his interests. The interviewer also at the same time furnishes the candidate with pertinent information about the organization and on various other items that may be required by the candidate.

Core interview: This interview mainly aims to collect information that is not obtainable in application blank. Information such as his education, extracurricular activities, place of domicile, dislikes, likes, family, interests, hobbies and health, are sought after in interview of this kind.

See the following articles for more information:

- **[21 Major Interview Mistakes to Avoid at All Costs](#)**
- **[The Best Way to Prepare for a Job Search and Interviews](#)**
- **[How to Talk About Other Interviews in Your Interviews](#)**
- **[How to Answer the Tell Me About Yourself Interview Question](#)**
- **[How to Answer the Do You Have Any Questions for Me Interview Question](#)**