

# Interview Types

There are a variety of interviewing types that employers use. It is to your advantage to be aware of the type of interview to anticipate as this will help you prepare better. The following information outlines the different interview types that you may encounter.

## **Screening Interview**

This type of interview may take place over the phone or in person and helps the employer determine if you meet the minimum qualification for the position. Generally the company representative conducting the interview is from the employers Human Resources Department and tend to follow a set dialogue of questions.

## **On-on-One Interview**

This is the most common type of interviews and is typically conducted with the hiring manager. In this type of interview the interviewer is trying to assess your skills and abilities to see if they are fit for the position.

## **Panel Interview**

This is a group interview usually conducted by three or more people that represent different departments in the company. They usually ask questions that pertain to their areas of interest or expertise.

## **Peer Group Interview**

This is the interview that will introduce you to your potential group of coworkers. They will typically make recommendations to the hiring manager, who ultimately has the authority to hire.

## **Luncheon Interview**

In this interview you more than likely will be asked on how you interact in social situations. More than likely you will be dining with your potential boss and coworkers and possibly an HR person.

## **Second Interview**

Second interviews are similar to the first interview but may incorporate a combination of interview types. The focus of the second interview is to assess if you have the necessary skills and possibly personality to blend with the culture.