

## **Interviewing Tips for Employers**

### **A pleasure to meet you...**

Great! You have identified a candidate or even a couple of potential candidates. You have cleared your calendar to arrange interview time, and now they are coming into meet you and the company. The interview is the most important part of the hiring process. This is the time when potential employers and employees get the opportunity to exchange information and views and test the "chemistry" between one another.

The most successful technique in adding dimension to superficial answers lies in employing a behavioral interview format. The behavioral job interview is based on the theory that past performance is the best indicator of future behavior, and uses questions that probe specific past behaviors. Such questions as: "tell me about a time where you confronted an unexpected problem," "tell me about an experience when you failed to achieve a goal," and "give me a specific example of a time when you managed several projects at once."