

Strive to Thrive

Career Tips For Ted Rogers School Students

These reports leverage the expertise of BCH Staff to share best practices for students and alumni.

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All About Interviews

The job interview is an integral part of the recruitment process. However, the interview process itself will be subject to much variance and will not be the same from company to company or job title to job title. Having said this, there are aspects and trends within the interview process that are similar. A strong understanding of these aspects and trends will be a great advantage to you and your job search. The ability to perform well during an interview and to portray a positive impression is key to your success.

What Is An Interview?

As you'll see below, interviews can come in many different styles and forms. Ultimately, all interviews have one common goal, to determine if you are a suitable fit for both the position and the organization. It is also important and helpful to view this as a two-way street. The employer is looking to see if you fit with the organization, but you are also trying to determine if the position/organization is a good fit for your wants and needs as well.

Types of Interviews

There are many types of interviews and interview methods are constantly changing. The list below is not meant as a comprehensive list, but as a summary and description of some of the current popular interview styles.

One on One Interview

Most interviews are between a single hiring manager and a single candidate. Questions will range from topics that cover an applicant's skills, experiences and fit with the company culture.

Group Interview

Group interviews consists of 2 or more interviewees and 1 or more interviewers. Group interviews may be behavioural based, or could include cutting cases, presentations or other activities.

Panel Interview

A panel interview consists of 1 interviewee and 2 or more interviewers. Panel interviews are often behavioural interviews but may include presentations or individual case cutting

Online Assessment

In a number of organizations applicants might be required to complete assessment such as a personality, logical and/or technical skills assessment/testing. These assessments help to further determine the extent to which the candidate aligns with the company culture.

Phone Interview

Phone interviews are generally used as a screening strategy to determine which candidates should be invited for a face-to-face interview. Phone interviews can also be held if the candidate is not located close to the company or hiring manager's office. This type of interview may be scheduled in advance or occur right when the hiring manager calls the candidate. Tip: Be sure to have an active voicemail so employers can leave a message.

Fit Interview

A fit interview is used to determine if the candidate is suitable for not only the position, but also the team and the organization. Employers want to ensure that the new employee they bring onto their team will be able to get along with the other team members and work cohesively. If the employer decides to have this type of interview, it will usually be done in the final round of the hiring stage.

Open Job Interview

In this type of situation, companies will accept resumes and hold interviews during a specific block of time on a specific day(s). Any individual can attend such an event. You should be ready to interview on the spot as you hand in your application as turnaround time to interviews could be quick. These styles of interviews tend to happen at career/job fairs and/or employer booths.

Case

Commonly, candidates are presented with given business scenarios, situations and challenges to work on individually or collectively. Such a format is most often used in areas relating to management consulting and finance. Tip: think back to classes that you may have had to write cases for and review what elements are needed to complete the case.

Get prepared - sign up for '[Ace This Case](#)'

Video Interview

Video interviews are quite common and is the preferred method of holding an interview if the candidate is not located near the organization's office. Video interviews may be used as a first round of screen (pre-recorded), or as a convenience method for the candidate/ employer (e.g., location of job or candidate is not close by). Zoom, Google Hangouts, WebX are common tools used for video interviews.

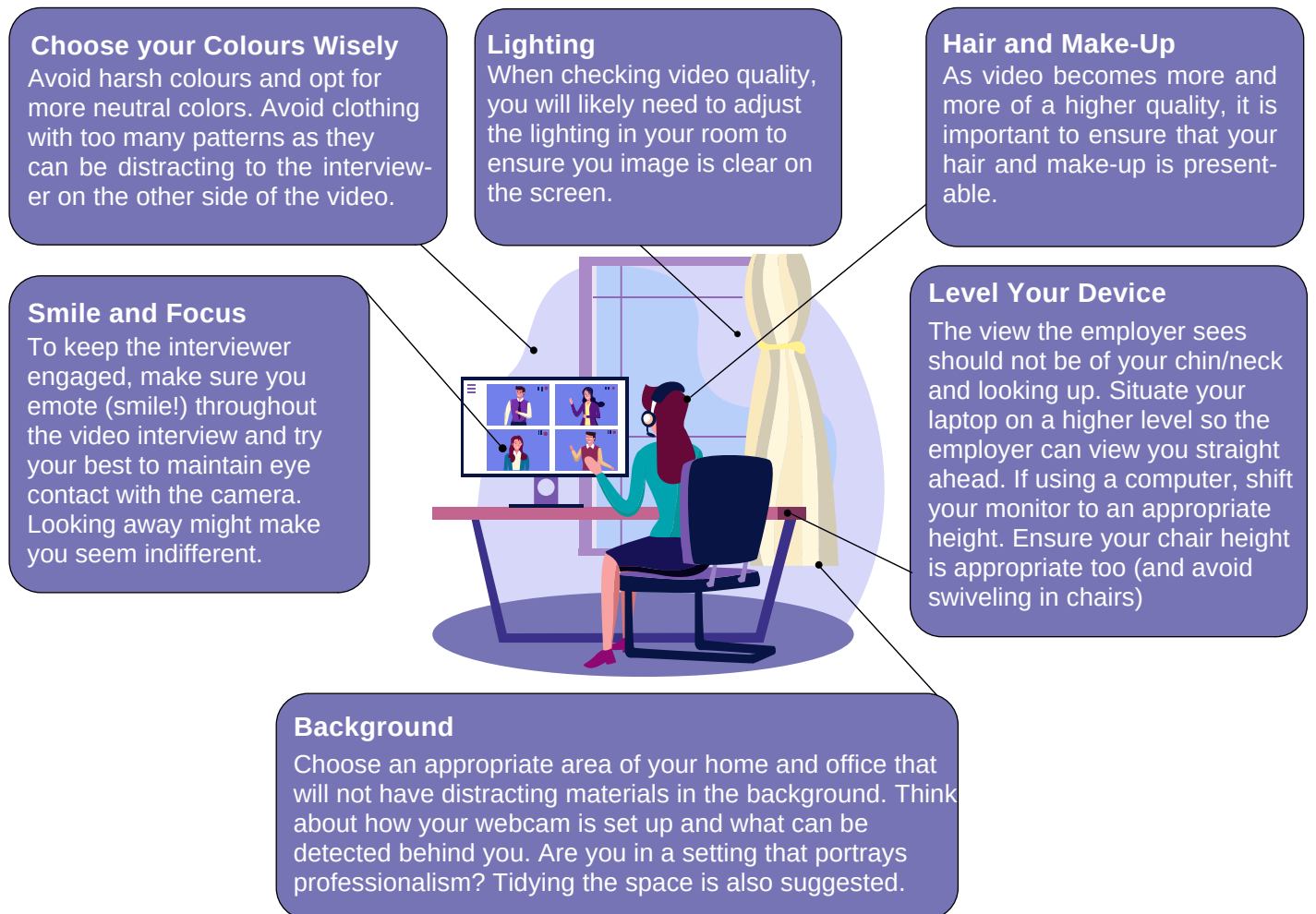


How to Stand Out in Video Interview for Jobs!

Tips for Video Interviews

Thanks to applications such as Zoom, Microsoft Teams, and Skype, video interviewing is becoming more accessible and popular. In the event that a company or recruiter should request a video interview, make sure you take these steps to ensure a successful experience.

- ▶ Use VideoBIO to practice for your video interview ahead of time
- ▶ Ensure you install the software and test the video and audio quality in advance of the interview.
- ▶ Run a test call or do a mock interview to become more comfortable with video interviewing.
- ▶ Ensure your username, profile picture, and status are professional.
- ▶ Have strong internet connection





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Tanya Maden-Skydan is a Career Consultant with 5+ years of campus recruitment experience. Tanya is a TRSM alumni who is passionate about providing students the tools needed to be successful in the workplace today and the future.

