



REVEALTalent
— COMMUNITY —

IMPORTANCE OF DEBRIEFS AFTER EACH INTERVIEW

WHAT DID YOU LEARN FROM THE EXPERIENCE?



DEBRIEFING THE INTERVIEW WITH YOUR PDRC

A great advantage of working with our Purpose-Driven Recruitment Consultants (PDRC) is being able to maximize their relationship with the organization you're considering. How many times have you exited an interview and thought about things you should have asked or should have articulated more clearly? It's important that you bring these items up to your PDRC within an hour of your interview while they're fresh in your mind. They will then be able to advocate for you on these matters or provide you advice about how to address them.

On the next page is a list of questions they will ask you to help you process the interview experience.



DEBRIEF QUESTIONS

1. How long was your call/meeting?
2. To whom did you speak/meet?
3. What did you learn about the opportunity?
4. What did you like most about what you heard?
5. What did you like least about the position?
6. Is there anything you wish you would have answered differently or forgot to mention during the call?
7. Did you discuss compensation?
8. How did they leave things with you (i.e., next steps)?
9. Any remaining questions or major concerns about the company or role?
10. Are you considering other opportunities at this time? (the company you are considering would want to know how fast they need to move on the process and offer).
11. If relocation is necessary, how are you feeling about that aspect?
12. After speaking with them, what would you say your level of interest is in the opportunity (scale of 1 to 10, with 1 being "never" and 10 being "100% confidence that I'll accept an offer")?
13. What is your schedule for the next 2 weeks (trips, meetings, etc.)? Generally, preferred days and time of day to schedule a next meeting/phone call/interview, etc.? (if one wasn't already arranged by the client)