



# TYPES OF INTERVIEWS YOU MIGHT ENCOUNTER

REFRESH YOURSELF ON THE TYPES OF INTERVIEWS YOU  
MIGHT ENCOUNTER



# IN-PERSON ONE-ON-ONE INTERVIEWS

In-person interviews are one of the most common types of job interviews. These are traditional interviews that might include a tour or introductions to other team members. Because in-person interviews are longer, employers can dig deeper than they would in a phone or group interview.

There are three types of in person one-on-one interviews. Some interviews are **free flowing**, with interviewers having more of a conversation than asking a list of questions. A **structured interview** uses a standardized set of questions based on the skills and experience needed. It provides an easier way to compare candidates objectively with data to support the decision. A **behavioral interview** focuses on how candidates handled particular situations in the past. You might be asked to share a time you dealt with a difficult coworker, reached a goal, went beyond what was expected or dealt with a high-pressure situation. To prepare for these interviews, consider the situations you might encounter in the job with the company you're interviewing with and think about how you handled similar situations in the past.





## VIRTUAL INTERVIEWS

Types of interview questions for a virtual interview are usually similar to those for an in-person interview. You're asked about skills, qualifications, experience, and other relevant topics. Cultural questions may also be asked to determine if the candidate is a good match for the company culture. Virtual interviews may be used to screen candidates before an in-person interview. When this is the case, interviewers will usually stick to the basics about qualifications, the reason for applying and salary requirements.

During a virtual interview, you will want to make sure you join early and test your camera and sound. Also, check your background, lighting, and make sure other distractions such as phone calls, pets, and people entering the room are not going to cause you to lose focus.

# PANEL INTERVIEWS

An alternative to one-on-one in-person interviews is the panel interview, with a group of interviewers. This option is ideal when companies want multiple people involved in the decision-making process or the candidate will work with different teams that want to have a say in the hire. It's also a good way to judge how well each candidate does under pressure, since it can be intimidating to talk to multiple people.

The interview questions for panel interviews can be the same as for a one-on-one interview. They're often more in-depth than phone interviews, and they might take a structured or behavioral approach. Interview panel members often take turns asking questions



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## LUNCH INTERVIEWS

Interviewing candidates over lunch gives interviewers a chance to see candidates outside of a traditional office interview. It's a more relaxed setting, so they can see how each candidate behaves under those conditions. This option is a good test if the position requires meeting with clients over meals. They can see how candidates might handle that situation.

Since it's a more relaxed situation, a lunch interview is often better suited for informal questions and conversations. If this is a second interview after a formal in-person interview, you'll likely be asked follow-up questions based on earlier responses or they'll go more in-depth on job duties and other aspects of the position.