



TIPS ON CONDUCTING A SUCCESSFUL INTERVIEW



As long as the candidate is a rough match on skills and experience and is doing similar work with a track record of success, you know that they are at least in the game.

Define Success Criteria

Determine what a successful hire must achieve in the first 6-12 months.

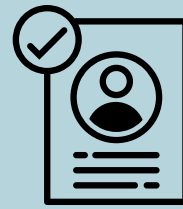
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Match Skills and Experience

Look for the candidates relevant skills and experience.



Find out if the candidate has accomplished the same thing or something comparable.

Identify Motivation

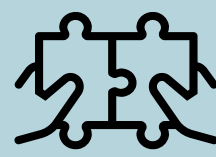
Assess the candidate's motivation to do the work.



- Ask questions and seek examples from past roles.
- Inquire about exceeding expectations.
- Identify moments of self-motivation and drive.
- Evaluate instances of taking initiative on the job.

Focus on Past Accomplishments

Inquire about the candidate's significant past accomplishments. Compare these accomplishments to the job requirements.



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Serious Consideration

If the candidate's accomplishments align with the job performance expectations, give them serious consideration.



Focus on achievements, Not Duties!

PAST ACCOMPLISHMENTS matter