

Types of Interviews

Job interviews are common, but each one is different. During the process, you might have to participate in an uncommon kind of interview, or you might be asked to interview more than once. It's a good idea to know the different types of interviews, so you can be ready for anything. Then, you can start preparing for your next [job interview](#).

Tip: If you face an impromptu telephone interview, ask the interviewer if they would be willing to hold for a moment while you find a quiet place to continue the conversation and take out your resume if possible.

Screening interviews

- 15-30 minutes long
- Interviewers will confirm your interest, ensure competency requirements, verify qualifications and filter out unsuitable applicants.
- The purpose of the screening interview is to reduce the number of candidates. Only the most satisfactory individuals will be invited for longer, more thorough interviews.
- The screening interview may take place on a phone call or via a pre-recorded video.
 - Telephone interviews are usually pre-arranged, but can occasionally be impromptu to assess how a candidate handles unexpected situations.
 - Pre-recorded video interviews will be pre-arranged. You will respond to a pre-recorded series of questions, often within a time limit. However, there won't be an opportunity to ask your own questions.

Tip: When the interview is being arranged, ask for the name(s) of the interviewers so you can research their roles.

Traditional interviews

- 30-90 minutes long
- This is the most common type of interview you will face.
- You might meet with a single interviewer, usually the department manager, or with a panel of interviewers. The panel might consist of HR staff, potential work peers, a supervisor and/or department manager.
- The purpose of this interview is to narrow down candidates to only a few finalists, so the interviewer will ask you a variety of questions that assess your strengths, weaknesses, and your approach to handling different situations.
- The traditional interview can happen in person or virtually.

Tip: Try not to get into a debate with the other interviewees, or knock them down.

Group interviews

- 1-4 hours long
- Group interviews are most commonly conducted in person, but may also be held virtually.
- The purpose of this interview is to evaluate and compare two or more candidates at the same time. You will have to discuss topics or undertake tasks together. The group interview often assesses your teamwork, leadership, self-confidence, persuasive abilities, how you manage the group dynamic and how you handle the difference in answers.

Tip: Order something, but avoid alcohol, complex coffee orders and expensive/messy food. Be courteous to restaurant staff and avoid sensitive topics.

Lunch interviews

- 30 minutes-2 hours long
- Interviewers will sometimes invite candidates to lunch or coffee. During the conversation, they will get to know your personality, see how you behave in a casual setting, and evaluate your business etiquette, communication, interpersonal and social skills.
- You are not expected to pay for your meal/drink or tip when invited to a lunch/coffee interview.

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