

Interview Practice

Before Interview

5 minutes to prepare

- In groups of 3 or 4 (interviewer, interviewee, observer x2)
- Look at questions and question types
- Decide who's going to go first as the interviewee
- Agree a scoring system i.e. "hawks and doves"



During Interview

- Observer and interviewer record key points
- Interviewer to probe (Interview questions are available on the careers section of the deanery website)
- 5 mins for interview & 5 mins for feedback and then rotate roles

After Interview

Feedback

- Interviewee, interviewer then observer
- 5 mins

"When you said..."

"I liked ..."

What would make it even better..."

"You mentioned... and that helped to understand..."

"I noticed when you talked about...I wasn't clear about what your role was..."



Tips for offering feedback as an interviewer

- What did you notice/observe? (verbal and non-verbal)
- What was positive?
- Where were they less clear?
- WHY/what made it an effective/ineffective response?
- Was the answer well-structured?