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"





After Interview

Feedback

- Interviewee, interviewer then observer
- 5 mins
- "When you said ... "

"I liked"

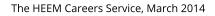
What would make it even better..."

"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?



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

