

5 Ways to Make Job Interviews More Productive and Predictable *



If you're in HR, you've likely lost sleep over the "sure-thing" candidate who didn't work out. It happens to all of us at some point. But the latest research shows such setbacks are no longer inevitable.

The key to more-predictable hiring results, experts say, is making the job interview process more structured.

Here's how:



Ask Everyone the Same Thing

Don't tailor the questions to the individual. Tailor the interview to the position. Then collect similar, comparable information from each candidate.

Focus on the Job

Prepare by making lists: of tasks you'll expect the person you hire to perform on day one, on things that person can learn on the job, of characteristics you're hoping to see in any employee, and of questions concerning the candidate's expertise and knowledge.

Create A Scoring System

Before you begin an interview, decide what a good or bad answer sounds like to each of your questions. Then create a scale from 1) bad to 5) good.

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* <https://www.psychologytoday.com/us/blog/scientific-approach-work/202202/5-tips-designing-better-job-interviews>



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Score Each Question and Applicant

Using the same scale for all applicants, score each person on his or her answers. Make sure you're consistent—six questions should mean six ratings for each candidate.

Calculate Scores and Compare

Decide if any of your questions are more important than the others. Add extra weight to those that are. Then determine the applicants' overall scores by taking the average of their ratings.

About EG Workforce Solutions

We've been in this business for decades and have developed a deep network of professional connections. Whether they're companies looking for talent, job seekers looking for work, or an up-and-coming store in need of some temporary help, we know the right people to bridge the gap between the hiring and the hired.

But what's more, we get to know people. From employers hiring to candidates looking, we take the time to listen and learn. We hear your likes, talents, and needs. We gain an understanding, and with it, we're able to facilitate lasting relationships between businesses and people.



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