

## Types of interviews

There are different types of interviews that you may encounter as you are searching for a job. This document explains common types of interviews and why employers use each type. More detailed information is provided about phone and video interviews because they have become common across all different types of employers.

Access our tips about **before**, **during** and **after** interviews for additional information on how to prepare yourself for any type of interview.

- **Phone Interviews (can also be called Screening Interviews)**, [Watch this video for Phone Interview tips](#)
  - Often, applicants who do well in phone interviews are invited for additional interviews.
  - Phone interviews can be complicated because you can't see the interviewers (and "read" their cues about when to stop/start talking).
  - **Phone interview tips:**
    - Provide the interviewer with the best number at which to reach you. **If you give out your cell phone number, ensure you have good reception where you plan to take the call.**
    - Take the call in a **quiet place** (NOT on public transit) where you will not be disturbed.
    - **Have all documents with you for reference.** This includes your cover letter, résumé, job description, paper/pen in case you want to take notes.
    - **Try to smile and walk around while you speak.** Doing both of these will help you sound more energized and positive.
  
- **Video Interviews (i.e. Skype, Google Hangout or Facetime)**, [Watch this video for Video Interview Tips](#)
  - Similar to phone interviews, applicants who do well in video interviews may be invited for additional interviews.
  - **Video interview tips to keep in mind:**
    - Ensure you have good reception (and/or a good Internet connection) where you plan to do the interview.
    - Plan to complete the interview in a quiet place where you will not be disturbed.
    - Ensure that your background looks tidy and professional and **DRESS UP** like you would for an in-person interview.
    - Look into the camera (not the screen), which means you may need to raise the computer so you are not looking down.

- **One-On-One Interview**

Designed to see how you would fit in the company, and if your skills and talents will meet their needs. Length varies and often starts with, "Tell me about yourself." Some employers may have multiple rounds of one-on-one interviews with different individuals.

- **Committee Interview**

Common interview format with multiple people who have a say in who is hired. You may be asked to come up with a plan to address the important issues involved in a problem situation presented. Direct your answer to the person asking each question.

- **Group Interview**

Usually designed to uncover leadership potential of prospective managers and employees. Top candidates for a job are interviewed together, this is still a "real" interview even if there are other applicants in the room with you. Interviewers may observe how you treat and interact with other applicants, thus treat everyone, interviewers and applicants, appropriately.

- **Lunch/Dinner Interview**

Same rules apply in lunch interviews as those held in an office. The setting may be more casual, but remember it is a business lunch and you are being watched carefully. Follow the interviewer's lead in both selection of food and etiquette. Never order an alcoholic drink.

- **Case Interview**

Assesses a candidate's analytical abilities while introducing them to the types of problems a company typically faces. Common in consulting firms or jobs that require significant problem-solving.

- **Stress Interview**

Assesses a candidate's analytical abilities while introducing them to the types of problems a company typically faces. Common in consulting firms or jobs that require significant problem-solving.