

ADVANCED INTERVIEWING SKILLS

Are Your Interviewers Being Misled?

Many interviewers are being fooled by candidates who are only acting.

Commonly, interviewers are being misled during the recruiting process, which can result in poor hires and frustrated department heads. Why are well-experienced interviewers missing the warnings? Because it is a general practice among many candidates to find and memorize a script then reiterate it to interviewers. How are these actors getting their scripts? There are three main ways:

1. Overly Standardized Interview Questions

Traditional hiring methods, such as behavioural interviewing, are half a century old and the customary questions have saturated society. Everyone knows the old phrases such as, "Tell me about a time you had to deal with a difficult customer/boss/assignment." Candidates can simply search the criteria and questions for each job and find the list of specific interview questions as well as the best answers. You can test this yourself by searching your favorite behavioural interview question on the internet. You will be stunned by the number of links your search produces. Memorizing answers to these old-fashioned interview questions can make candidates appear more knowledgeable than they truly are.

2. Inside Information

In addition to providing standardized interview questions and answers, certain websites have content that also provides company-specific information. Content on these websites can often include information about the interviewer, the questions they will ask, and what answers should be given. Certain websites even contain open forums that discuss tips

from either current employees or former applicants. Adding insult to injury, on these forums, they also have the ability to rate the specific interviewer, the recruiting process and the company's authenticity. This not only negates the effectiveness of your interviews, it can also tarnish your brand and credibility.

3. 'Company Fit' Can be Hard to Assess

Often, interviewers are trying to assess 'company fit' without understanding the depth of what it means. Interviewers try to look for commonly expressed surface level values such as teamwork, customer service or quality without realizing these are generic traits and alone don't predict success. As an example, have you noticed that even when you make a great hire, they can fail in your company? Why? Because **fit is always about those deeper characteristics that enable success.**

These are some of the many reasons why we have invented a ***new and advanced method of interviewing.*** We needed to break the mold and develop a new methodology that was not easily fooled.



Guided Instinct Interviewing™ enhances an interviewer's skill by *providing reliable filters that identify high performing traits along with the methods to distinguish the "actor" and discover the authenticity behind the applicant.*

Need to improve the speed and quality of your hiring?

Here are a few tips from the authors:

- **Understand:** Traditional hiring interview methods are a half century old and easily gamed. Break away from patterned questions and memorized responses by adding new and very different questions to your catalogue.
- **Equip:** Provide your interview teams with modern screening guides and decision tools. This will help you identify the authentic person and speed up the hiring process.
- **Fit:** Remember every company has similar values including teamwork, respect, service and quality. To reduce hiring mistakes make sure applicants align with your '**working culture**' which includes your strategies, management style, customers' expectations etc.

Need help? We'll help you set up modern recruiting processes and teach your hiring teams how to improve the speed and quality of their hires.

Would you like a complementary assessment? [Contact us](#) to learn more about our **Advanced Interviewing Skills** and **Guided Instinct Interviewing™**.