

New Interview Tactics Ease Hiring Decisions

Question:

How do I identify a star candidate for the job?

Answer:

The competitive nature of today's marketplace minimizes the impact of a stellar résumé, making interviews more critical than ever. These unique interview techniques enable hiring managers to go beyond skills and experience to discover how candidates may fit with company culture, respond to stress or solve problems:

- **End the interview with "we've got five more minutes."** The phrase prompts the candidate to say the most important thing(s) about him or herself.
- **Observe a personal aspect of the candidate** by walking them to their car, taking



them to lunch or asking them to drive you somewhere for an errand.

- **During the interview, drop a pen on the floor** to see if the candidate is considerate enough to pick it up or even notices the pen at all.
- **Create a tense situation by making the person wait**, changing appointment times, frowning, or walking briskly to your office and observe the candidate's reaction.
- **Ask brainteasers** or trick questions to check problem-solving skills.

Question:

How do I prepare for an important interview?

Answer:

You never get a second chance to make a first impression, especially during a job interview. While a solid resume may get you in the

door, employers hire candidates who share company values and culture. Unusual or wacky interview tactics help separate regular candidates from star contenders.

Here are tips for handling the unexpected:

- **Look out for trick questions and brainteasers.** The employer is most likely observing your ability to formulate a solution, not necessarily a correct answer.
- **Watch for behavioral observations.** Questions that ask you to respond to a given scenario are testing your stress level.
- **Be aware of "tests" that do not come in a question and answer format.** Making you wait, a confrontational attitude, and strange behavior from the hiring manager may be his way of testing your reaction.



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