

adaptability

challenge

on time

creativity

trust

expertise

professionalism

learning

Interview – candidate and employees assessment tool

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In this text you will learn:

- ▶ What is the purpose of the interview
- ▶ How to successfully assess competencies, motivation and interests
- ▶ What are the key skills for successful interviewing
- ▶ What are the steps of a well conducted interview
- ▶ How to successfully assess a candidate.

Summary

Success of a conducted interview depends on the quality of preparation as well as on the asked questions, necessarily linked to the job itself and responsibilities of employees in a specific work position. The skill of listening also has a great influence. You can also improve the quality of assessment in selecting the best candidate for you can by using the interview focused on behaviour. With this approach we focus on the past and present behaviour. Find out about the guidelines of a successful interview in the following article!

Key words:

competency interview, selection interview, competencies assessment, motivation and interest, STAR technique, extrinsic and intrinsic motivation.

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