

Types of Interviews

1. Phone Screen

One of the initial interviews an executive will come across. If you receive a spur-of-the-moment call, ask to schedule a more appropriate time.

2. Traditional

Most executives have participated in these. Focus on highlighting how your skills, experience, and accomplishments prove you are the best candidate for the role.

3. Behavioral

Tests your self-awareness by focusing on what you have done in detailed scenarios. The main objective is to try to uncover how you solve problems.

4. Video

Saves the candidate and company money on travel costs, but still allows interviewers to observe the candidate's character. Prepare for these as you would for an in-person interview.

5. Group

The hiring team interviews a number of candidates at the same time. This is not very common for most executive roles.

6. Panel

Panel interviews consist of numerous interviewers asking a candidate questions. These interviewers bring viewpoints from different departments within the company.

7. Lunch or Dinner

This interview is meant to see how you fit with the rest of the team, not to provide you with a free meal. Eat something light and clean so that you are not distracted.

8. Informational

Investigative meetings where the candidate is not being considered for a particular role. Over-prepare, keep your expectations low, and approach the conversation with gratitude.

9. Strength-Based

Uncovers what the candidate "loves to do" instead of what they "can do." Companies conducting these want to be sure the candidate is passionate about the role.



PHONE SCREEN

ONE OF THE INITIAL INTERVIEWS AN EXECUTIVE WILL COME ACROSS. IF YOU RECEIVE A SPUR-OF-THE-MOMENT CALL, ASK TO SCHEDULE A MORE APPROPRIATE TIME.



TRADITIONAL

MOST EXECUTIVES HAVE PARTICIPATED IN THESE. FOCUS ON HIGHLIGHTING HOW YOUR SKILLS, EXPERIENCE, AND ACCOMPLISHMENTS PROVE YOU ARE THE BEST CANDIDATE FOR THE ROLE.



VIDEO

SAVES THE CANDIDATE AND COMPANY MONEY ON TRAVEL COSTS, BUT STILL ALLOWS INTERVIEWERS TO OBSERVE THE CANDIDATE'S CHARACTER. PREPARE FOR THESE AS YOU WOULD FOR AN IN-PERSON INTERVIEW.



GROUP

THE HIRING TEAM INTERVIEWS A NUMBER OF CANDIDATES AT THE SAME TIME. THIS IS NOT VERY COMMON FOR MOST EXECUTIVE ROLES.



PANEL

PANEL INTERVIEWS CONSIST OF NUMEROUS INTERVIEWERS ASKING A CANDIDATE QUESTIONS. THESE INTERVIEWERS BRING VIEWPOINTS FROM DIFFERENT DEPARTMENTS WITHIN THE COMPANY.



LUNCH OR DINNER

THIS INTERVIEW IS MEANT TO SEE HOW YOU FIT WITH THE REST OF THE TEAM, NOT TO PROVIDE YOU WITH A FREE MEAL. EAT SOMETHING LIGHT AND CLEAN SO THAT YOU ARE NOT DISTRACTED.



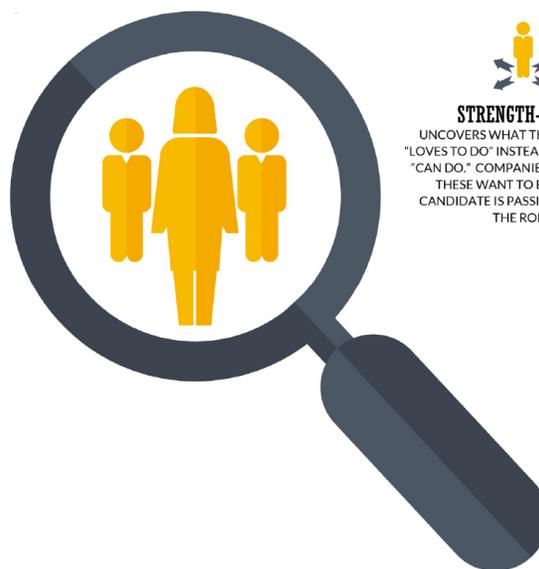
INFORMATIONAL

INVESTIGATIVE MEETINGS WHERE THE CANDIDATE IS NOT BEING CONSIDERED FOR A PARTICULAR ROLE. OVER-PREPARE, KEEP YOUR EXPECTATIONS LOW, AND APPROACH THE CONVERSATION WITH GRATITUDE.



BEHAVIORAL

TESTS YOUR SELF-AWARENESS BY FOCUSING ON WHAT YOU HAVE DONE IN DETAILED SCENARIOS. THE INTERVIEWER'S MAIN OBJECTIVE IS TO TRY TO UNCOVER HOW YOU SOLVE PROBLEMS.



STRENGTH-BASED

UNCOVERS WHAT THE CANDIDATE "LOVES TO DO" INSTEAD OF WHAT THEY "CAN DO." COMPANIES CONDUCTING THESE WANT TO BE SURE THE CANDIDATE IS PASSIONATE ABOUT THE ROLE.

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