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Description automatically generatedThe Different Types of Job Interviews**

With the coronavirus pandemic, some of these types of interviews have not been possible, but they may return when life returns to a more normal state of affairs.

**Screening**

A few questions designed to find out if you would fit their company’s culture and the basic job requirements. For example, human resource representatives may do screening interviews at job fairs.

**Individual**

One-on-one interview with a full range of questions about the position.. It is usually conducted at the company (now more typically done virtually due to COVID)

**Tag-Team**

An individual interview, immediately followed by another interview with a different interviewer. The interviewers could be an immediate supervisor, the boss, or a co-worker. They may ask the same questions. It is okay to give the same responses.

**Group**

Interactive type of interview with other people who are applying for the same position. Employers use this technique to see how you work within a group. They look for leadership and team skills. It is mainly used by banks or residence halls.

**Stress**

A type of interview where you feel like someone is kicking the back of your chair. Usually used for sales or finance positions where they want to know that you really want the job. They may suggest you apply to another company or ask the same question over and over.

**Panel**

Two or more employees interviewing you at once. They may take turns asking you questions. Direct your answers to the person who asks you a question, but as you are answering, calmly make eye contact with the other people at the table. This is not as easy in a virtual interview, but make every effort to connect with each person on the panel.

**Peer Group**

An interview with potential co-workers. The interviewers will probably not have the ultimate authority on making a hiring decision. They will be evaluating you and making recommendations as to how you present yourself and your relevant experience.

**Luncheon**

Lunch with potential co-workers, supervisors and directors from other departments. The purpose of this interview is to assess how you handle yourself in social situations. Again, with the ongoing pandemic, this style is currently on-hold by most employers.

**Second Interview**

Similar to the first interview but longer and with more people. Traditionally, it was often held at company headquarters, but is now conducted virtually due to the pandemic. There may be a combination of individual, panel and peer group interviews. The focus is to ensure that you have the necessary skills and that you will match the needs of the organization.

**Problem Solving**

Questions to find out how you think through and solve a problem. How many quarters stacked one on top of the other would it take to reach the top of the Empire State Building? (See example below) How many telephone poles are there from here to the next largest city? Talk through how you would figure this problem out. It is not about coming up with the right number. This type is usually used in technology or for science related interviews.

*(Adapted from the Alaska Career Information System)*

Problem-Solving Example

How many quarters – placed one on top of the other – would it take to reach the top of the Empire State Building?

When Jeremy Solomon was asked this in an interview, he didn't have a clue as to what would be the correct answer. Nonetheless, he remained calm.

First, he asked the interviewer exactly what she meant by “placed on top of the other.” After she said on their sides, Solomon began to explain his logic step-by-step to the interviewer. He estimated that a quarter is about an inch in diameter and guessed that there are 120 floors in the Empire State Building, with each floor being 10 feet tall. Then he did the appropriate math.

Did Solomon give the right answer? Not quite -- the building only has 102 floors, and they aren't 10 feet tall.

Did he nail the question? Absolutely.

(*From the article* Beat Interview Brainteasers *by Thad Peterson*)