

Some generalisations about recruitment interviewers

Most recruitment interviewers...

1. Conduct interviews very infrequently, and are as nervous as hell.

My views:

2. Aren't very good at it, but either don't feel this, or don't want it pointed out.

My views:

3. Rely on a 40 minute interview to get all they need to make what may be a million pound investment.

My views:

4. Under-prepare and over-run, under-listen, and over-talk.

My views:

5. Have much more to lose than interviewees.

My views:

6. Show little real interest in interviewees, being preoccupied with their own issues and concerns.

My views:

7. Are inconsistent and prejudiced – whether they know it or not.

My views:

8. Prefer making 'safe' appointments in their own and/or the organisations' present image.

My views:

