

"personality" profile will accompany this type of interview.

**One-on-One Interview:** This is the most common interview format and is usually conducted on site by the hiring manager. The interview focuses on questions to assess your skills, knowledge, and abilities specific to the job. A one-on-one interview is basically an interview or meeting between two people, one of whom asks the questions while the other answers. The One to One Interview is a conversation and both parties will end such conversation with an opinion.

**Peer Group Interview:** This type of group interview will introduce you to your potential co-workers. These team members will not have the ultimate authority to hire you, but each person's input has influence. Each will be evaluating you and making recommendations about your fit with the group and the company.

**Luncheon Interview:** The purpose of a lunch interview is to assess how well you handle yourself in social situations. You will probably be dining with your potential boss and co-workers along with HR professionals. Interviews are often stressful - even for job seekers who have interviewed many times. Interviewing can be even more stressful when you are expected to eat and talk at the same time.

**Second Interview or Series Interview:** The series interview consists of consecutive interviews with three or more people in the organization, all in one day. The interviewers may consist of someone from personnel, the person who will be your boss, two or three people from the department, and someone from a different department. You may have a combination of individual, panel and peer group interviews throughout the process. The focus of the second interview is to ensure you have the necessary skills and that you will blend well with the organization's culture.

In this chapter we have also looked at some of the qualities that employers evaluate during the interview, some of them are:

- Self-esteem
- self-confidence
- Goal setting
- Realistic assessment of strengths and limitations
- Mature behavior and judgment
- Communication skills
- The ability to interact with others
- The ability to listen actively
- Leadership potential, often demonstrated in extra-curricular activities and on the job

We have also discussed the Behavioral Interviewing. In this sort of interview, the interviewers