

Out of control interview case study samples

[Business](#), [Company](#)



Question 1

The interview strategy used by the firm was not right for a firm of such caliber. It shows carelessness of the firm management as well as of the interviewing panel. The use of such questions, that are more attacking to an individual than trying to find out their qualification for the post, shows negligence and carelessness. The firm should have primarily focused or given priority to finding out Maria's qualification and ask other relevant questions that pertain to the job specification. Since the firm deals with environmental protection issues, it would have been more effective if the panel had tried to inquire on her interest in working with the firm, what she thought she would add to the firm, and how her addition would be an advantage to the firm as well as to the other employees.

The management of the firm reflects carelessness in its inability to select a better panel which would be gender balanced so that female candidates should not be victimized or feel alienated and timid amid a panel of men. There is negligence in failing to monitor how the interview is conducted and the kind of question asked by the panel. There should be measures put in place through monitoring and control of the interview questions so that the candidate does not feel exposed. In that relation, therefore, the management should pay close attention to the interviewing panel and ensure the question asked align to the job specification. However, there is a positive aspect of the interview. Though it may seem to expose Maria's personal life, it also helps her to be able to control her pressure. Since a job that deals with people may subject one to a similar situation, her ability to cope with the pressure at the interview may help her in future.

Question 2

I would take the job. First my qualification and my desire to work would push me. Since Maria had always wanted to work in the firm, the little negative feeling during the interview would not shatter her dream. Secondly, her going to the interview shows that she was prepared for any form of challenge since the job requirement stated that applicants should be intelligent and with balanced personality. The interview was a strategy to test her on how she would cope with similar situations on the field. Thirdly, the panel members and the manager were friendly outside the interview room. This shows that the working environment is not hostile and, all what happened in the interview was strategically meant to test how candidates would act and react in similar situations.

If I was the manager or the panel chair, I would ask these questions to the candidates:

- What can you say about yourself?
- Why did you choose to apply in this firm over the others?
- Why do you think you are the best candidate for this position?
- What experience made you decide to take a career in the environmental field?
- How quick do you adapt to a new working environment?
- Have you worked in a similar project and what role and contribution did you add to the team?
- Would you rather work as a team or as an individual?
- Do you think that you fit in the position you are applying for?

- What are your career plans in the next five years?
- Do you have any question about our company?