

Trego Takeaways

At A Glance

The employment interview provides clues that alert the interviewer to the existence of traits of personality, motivation and character.

The Employment Interview

Job applicants provide two types of information; Descriptive (what I have done) and Evaluative (why I did it). Descriptive information is available on job applications or resumes and typically includes work experience, education, training, hobbies, specialized skills and knowledges. Although descriptive information is relevant, we learn more about an applicant as a result of his or her attitude and reaction toward a job (evaluative information) than from a description of the job duties.

Evaluative information is generated during the interview process and is determined by inference and circumstantial information. For example, it is not possible to evaluate an applicant's traits of personality, motivation and character by observing his or her behavior during an interview. In order to evaluate these traits, the interviewer must gather and interpret clues that suggest the possible existence of these traits.

The employment interview provides clues that alert the interviewer to the existence of traits of personality, motivation and character that are required for successful job performance. Clues pointing to the existence of these traits typically appear in different interview areas, such as education, work history and hobbies, thus establishing a pattern of clues pointing in the same direction, a pattern of internal consistency.

For example, the box below contains seven clues that were derived from different interview areas that create a pattern of clues pointing to the same conclusion.

| <u>Trait</u> | <u>Interview Clues</u> |
|---------------------|---|
| Energy Level | Job every summer Work during school year Financed part of education |
| Persistence | Do more than one activity (school and sports) Physically active versus inactive hobbies Sports; never a starter but stuck with the team Willing to work overtime, weekends |

Key Takeaway

In the final analysis, clues that emerge consistently from different interview areas provide the best insight into an applicant's personality, motivation and character