

## The Federal Job Process: The Different Type of Employment Interviews

If you are fortunate enough to get a federal job interview, consider that there are several different types of employment interviews you may be facing and you probably won't know which one in advance. The following breakdown of interview types will help you to know what to expect:

- a screening interview is a preliminary interview in person or by phone where a company or agency representative determines if you have basic qualification to warrant another interview;
- a structured interview is very common and most traditional interviews are based on it – the interviewer explores predetermined areas through questions written in advance with a written description to help find the ideal candidate;
- an unstructured interview does not have a written description of the ideal candidate and the interviewer is not given instructions on what to cover during the interview;
- multiple interviews are often used with professional jobs and involve a series of interviews where the candidate meets various representatives of the organization;
- a stress interview involves an interviewer intentionally upsetting the candidate to see how they react under pressure and may also incorporate certain stress questions;
- a targeted interview covers more limited areas than a structured interview with key qualifications identified and pertinent questions prepared in advance;
- a situational interview sets up simulated common problems a candidate may face on the job and monitors the responses, often used as part of a traditional interview;
- a group interview occurs when two or more company or agency representatives question you at the same time and a group of candidates may also be involved.

When you know what might happen, it helps you to be prepared for your interview for a coveted federal position. Consider hiring a professional resume writer who is familiar with federal specifications to prepare your resume, application and cover letter prior to the interview. The right resume could mean the difference between getting the job and never getting a call back.