

## INTERVIEW SUCCESS: GROUP INTERVIEW

**What is a Group Interview?** A group interview involves multiple interviewers and interviewees. Group interviews tend to be conversational in nature. Questions could range from traditional interview to problem-based questions, ethical decision-making to group activities. A group interview is different than a one on one or panel interview because the interviewers are listening to your responses and noting how you work within the group. While group interviews can be more intimidating than a one on one, there are several tips that can help make them manageable.

### TIPS FOR GROUP INTERVIEW SUCCESS

#### **Know When to Lead**

If you are naturally a leader, make sure that you are leading, but also allowing others to lead. Show your ability to lead by including others and don't be the first to answer each question. Part of leading is also being an active listener. Leading within a group interview can also be adding additional perspectives and pushing the conversation further. If you are starting to feel that you are speaking more than others, recognize when it is important to share your opinion and when you should strike a balance in listening. Balance is key to the conversation.

#### **Listen and Respond**

Actively listen to what others are adding to the conversation. Particularly for ethical or decision-based questions, you don't want to repeat an answer that someone else gave and it is important to contribute to the conversation. If you are not speaking, you also want to show that you are actively listening to what others are saying and not planning your next response. Look at the person speaking, nod, and show that you are paying attention. This will also show the interviewers that even though you are not speaking, you are still listening.

#### **Engage with the Group**

A big part of a group interview is seeing how you interact with others. Getting to know others before the interview begins is one way to successfully engage with other interviewees. While in the interview, call the other interviewees by name. If you enjoyed a response, mention that in your own answer. Posing questions or encouraging the conversation to move forward will also allow you to display your ability to engage.

#### **Bring Your Unique Perspective**

When responding to questions, make sure that you cite specific experiences that you've had that provide insight into why you are responding in that way. There is always an opportunity to share more about yourself and providing examples is key to an interviewer getting to know you. Share your experiences, personality, values, philosophy, and note that every question is the opportunity for you to allow others to get to know you.

#### **Make Eye Contact with Everyone**

It is important that you are not only making eye contact with the interviewers but also your fellow interviewees! This will allow everyone to be a part of the conversation. Remember that you are not only in the room with those interviewing you. You want to make sure that you engage with everyone by making eye contact as well as smiling.

#### **Follow Up**

Don't forget to finish your interview with a follow-up email or thank you note! You can assume that all of the other interviewees are doing the same. Make sure that you do this within 24-48 hours.