



How to get the best out of your candidate at interview



Greet them warmly: Start the interview with a friendly smile, a handshake (if appropriate), and a warm welcome. This will help create a positive first impression and help the candidate feel more relaxed.



Establish rapport: Begin the interview with some casual conversation to establish rapport and build a connection. Ask about their journey to the interview, their interests, or anything else that can help break the ice and make them feel more comfortable.



Explain the interview process: Let the candidate know what to expect during the interview. Explain the format, including the types of questions you'll ask and whether there will be any practical assessments or exercises. This helps alleviate anxiety and allows them to mentally prepare.



Maintain a conversational tone: Instead of making the interview feel like an interrogation, strive to maintain a conversational tone. Encourage the candidate to elaborate on their experiences and ask follow-up questions to help them feel more at ease.



Active listening: During the interview, actively listen to their responses, maintain eye contact, and display genuine interest. Show that you value their input and are fully engaged in what they have to say. This helps them feel heard and recognised.

Need interview coaching? Call Frankly Recruitment on 01793 514441
email: Jo@franklyrecruitment.co.uk