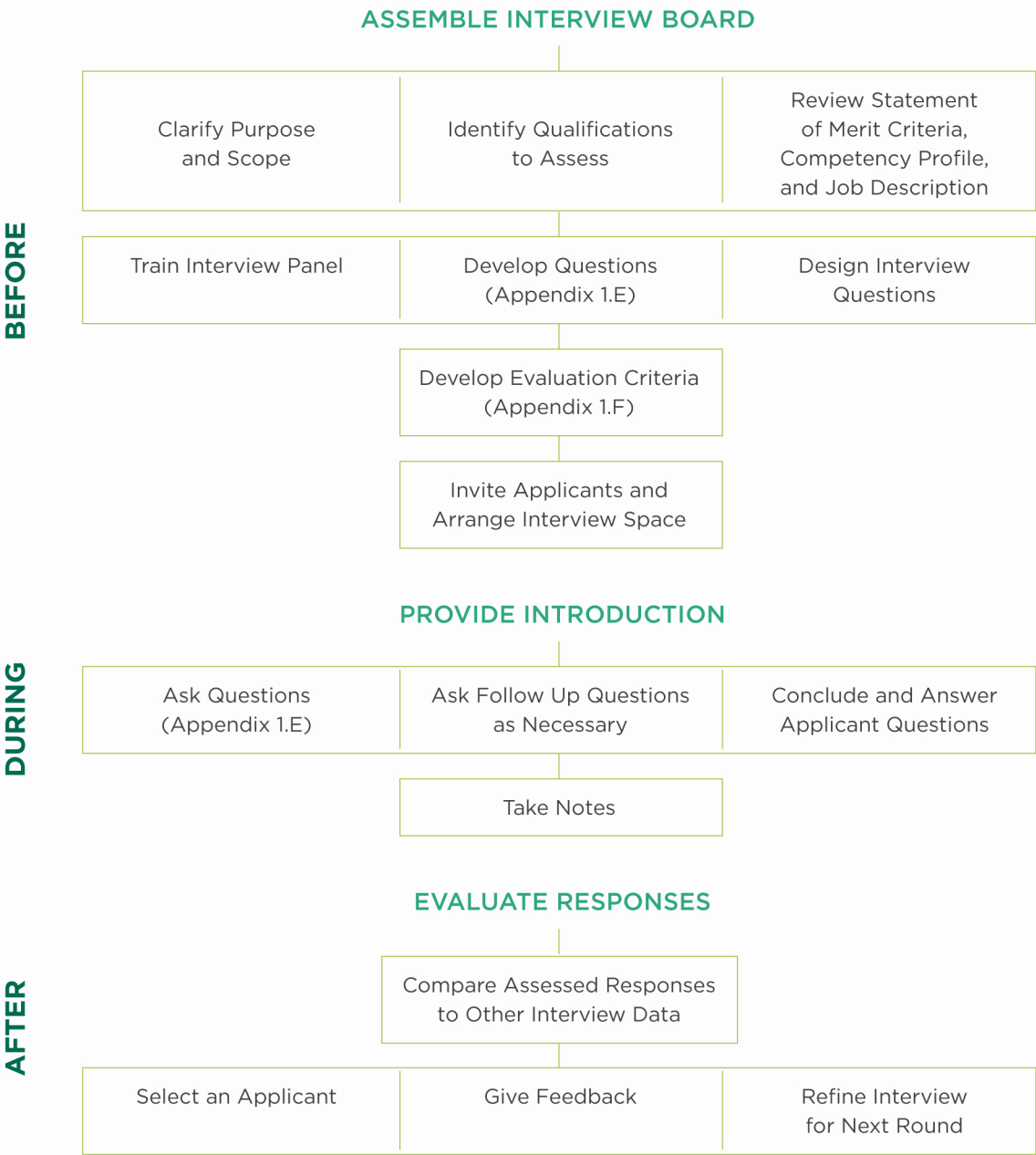


# Standardized Interview Process<sup>10</sup>

## ASSEMBLING THE INTERVIEW PANEL

When possible, using an interview panel, rather than a single interviewer, is a fairer way to evaluate applicants. Research has shown that interviews conducted by a panel are more objective than those conducted by only one interviewer. A diverse interview panel can reduce the impact that personal biases may have on the selection of an employee.<sup>11</sup> Multiple interviewers may also capture information that a single interviewer might overlook, thus ensuring a more balanced, and complete assessment of the applicant.



10 Using: Public Service Commission of Canada. Structured Interviewing: How to design and conduct structured interviews for an appointment process. Ontario: Public Service Commission of Canada, 2009. Print. and Rudloff, Alex. "Complete List of Behavioral Interview Questions." Interviewing. Duke University, 2007. Print.

11 According to HRCouncil.ca.