

CALIPER

INTERVIEW GUIDE



Making every interview count by asking the right questions.



We have all been there. A new hire struggles in his or her role, and you think to yourself, “*but they looked so good in the interview!*”

The interview process is never easy, and it is getting more difficult all the time. Blogs, articles, and bookstore shelves are full of advice for job candidates on how to best present themselves during an interview, answer specific questions, and make a good impression. Candidates often know exactly what to say and do in order to present themselves in the best possible light. As a result, it becomes even harder to get beneath the surface and discover which candidates are best suited to the job in question.

The best predictor of future performance is past behavior, so getting candidates to let down their guard and candidly discuss previous job experience is crucial when making a hiring decision. The interview process should be about asking targeted questions that focus on the individual’s behavior. However, it is easy to become sidetracked during an interview, and you may find yourself not asking the tough questions that need answers.

Caliper can help. Our Interview Guide provides customized questions based on each individual’s Caliper Profile assessment. Instead of just asking generic interview questions, you can pinpoint specific areas and dig deeper to get the answers you need to be certain you are making the right choice. If you learn to ask questions that get to the heart of a person’s capabilities, you will no longer have to simply rely on the resume.

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Herb Greenberg, PhD., Founder and CEO, Caliper

Product Benefits

- An interview process tailored to each individual
- Specific questions that explore potential “red flag” areas
- A greater understanding of what to look and listen for in interviews