

Taking Human Resource Seriously In Minneapolis



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Reflection of performance in:

- Mock Interviews: as interviewer and interviewee
- Assessment Centre
- Online Psychometric Tests

As an Interviewer

- Introduced the role well and asked a question "did you find us ok?" to ease in candidate.
- Shook hand and greeted candidate well
- Didn't rush the candidate's answers and thought on my feet to ask follow on questions, which made the candidate feel as ease as the interview felt less scripted.
- Asked a good range of questions

Development Points

- Having never conducted an interview before there were bound to be development points:
- Could ask candidate more about themselves.
 - Felt some points I repeated myself, such as when the candidate would hear back.
 - Knowledge of role

Reflection as an interviewer

Greeted the candidate well and made her feel at ease, and asked appropriate follow on questions.

Interviewing skills will be beneficial in the future should I progress in the food industry to a managerial level. It is very important as a manager to recruit the right people with the correct skill set for the role, as well as finding personalities which will gel into the team. Choosing the right person for the job can make a huge difference in productivity and customer satisfaction (Delcampo, 2011). This is a skill I will need to develop should I ever become a manager.

As an Interviewee Positive Feedback

- Always spoke clearly and answered every question precisely, answered surprise question very well, I stayed calm and was quick to respond
- Very clear answers which were structured well.
- Confident speaking voice, at a normal speed.
- Upright, attentive posture
- Natural facial expressions
- Sincere, confident and relaxed manner
- Asked thoughtful, well structured and confident questions.

As an Interviewer

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