WIN 5.1 - Open Communication

Lesson 5 - After the Interview

Narrator:
The end of an interview should be as well-ordered as the beginning and the middle. If this is a strong candidate, it's important to leave them with a good impression—excited about the idea of working for your organization.

Joan:
Well, Amisi, I've asked all my questions, and thank you for answering them. Just so you know, you are the last candidate that I'm interviewing for this position, so I should be making a decision shortly. In fact, my goal is to get back to everyone later this afternoon.

Amisi:
Oh, that soon? Wonderful!

Joan:
So the next step in the process will be for the selected candidate to come back; meet the doctors here, and the rest of the team; and after that, if we're all in agreement, we would offer the candidate a position here.

And Amisi let me just say how much I enjoyed meeting you this morning. You were very well prepared, and did an excellent job in answering my questions

Amisi:
Thank you so much, Joan. It was a pleasure to meet you. That's so encouraging. I would love to be working here, and you have my phone number? So I look forward to speaking to you soon.

Joan:
That sounds great, Amisi.

Narrator:
While the interview is still fresh in your mind, it's time to itemize your impressions using the assessment scale you created at the beginning of your interview process. A solid assessment tool will help you make the best hiring decision possible. But it's not flawless. We all have built-in biases that can

prevent us from assessing a candidate objectively. Hire Immigrants, an immigration employment resource produced by Ryerson University, highlights five potential assessment pitfalls:

The Halo Effect can cause us to give candidates a high score on all skills, even when they possess just one—the skill we value most.

The Strictness Bias describes the opposite effect. We rate candidates lower on all skills because they don't possess that one particular skill we're looking for.

With the Demographic Bias, assessments are made based on stereotypes, which may or may not be accurate. For example, an interviewer, aware that a candidate comes from a culture that values independent accomplishment, wrongly assumes that candidate will be a poor team player.

The Similar to Me Bias is the practice of hiring people who are similar to us.

And the Primacy Bias is our tendency to make a decision within the first few minutes of an interview.

Amisi:
Hello?

Joan:
Hi Amisi. It's Joan Selkirk from Grace Community Health Centre. Is this a good time to talk?

Amisi:
Oh, hi Joan. Yes, this is a good time.

Joan:
Great. I just wanted to let you know I was very impressed with your interview this morning. I liked what you had to say, and I really think your qualifications and experience would be a good fit for us. Would you be open to coming in and meeting the physicians and the rest of the team?

Amisi:
Oh that's wonderful! I would love to meet everyone!

Joan:
Great. Can we try and figure out a time…