

Making interviews useful for candidates too



10 SMALL THINGS THAT HELP INTERVIEWS FEEL MORE LIKE CONVERSATIONS AND LESS LIKE ASSESSMENTS.

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TALK REALISTICALLY ABOUT THE ROLE

Not just the positives.

Candidates usually appreciate a clearer picture of:

- expectations
- pressure points
- challenges
- what success genuinely looks like day to day.

LEAVE SPACE FOR PROPER QUESTIONS THROUGHOUT

Some of the best conversations happen naturally as the interview develops, not just in the final five minutes.

HELP CANDIDATES EXPERIENCE THE ENVIRONMENT PROPERLY

Meeting future colleagues or understanding how the team works often gives people a much better feel for the role.

PAY ATTENTION TO WHAT CANDIDATES ARE TRYING TO UNDERSTAND

The questions people ask usually tell you a lot about:

- motivations
- concerns
- priorities
- and what matters most to them.

EXPLAIN HOW DECISIONS GET MADE

Candidates are often trying to understand:

- how leadership works
- how priorities are set
- whether expectations feel realistic

DON'T AVOID DIFFICULT TOPICS

Candidates are often trying to understand:

- how leadership works
- how priorities are set
- and whether expectations feel realistic

When interviews avoid discussing challenges altogether, candidates often leave with a less realistic picture of the role.

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EXPLAIN WHY THE ROLE EXISTS

- New role?
- Replacement?
- Team growth?
- Change in structure?

Context helps candidates understand the bigger picture.

SHARE WHAT THE FIRST FEW MONTHS ARE LIKELY TO LOOK LIKE

Candidates are often trying to picture:

- onboarding
- support
- priorities
- how quickly they'll be expected to deliver.

BE OPEN ABOUT WAYS OF WORKING

Things like flexibility, communication style, decision-making, pace and expectations often shape long-term fit more than people realise.

TREAT THE INTERVIEW LIKE A MUTUAL DECISION

The strongest interviews usually feel like two sides properly working out whether the role, the team and the timing make sense for everyone involved.

NEED HELP IMPROVING YOUR INTERVIEW PROCESS?

The best interviews give both sides the chance to properly assess fit.

If you'd like support reviewing your hiring process, interview structure or candidate experience, feel free to get in touch.

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