

## What is an Interview: Definition, Objectives, Types & Guidelines

### What is an Interview?

When you split the word 'interview' you get two words, 'inter' and 'view'. This roughly translates to 'between view' or seeing each other. This means that both the groups involved in an interview get to know about one another.

### So What is the Definition of Interview?

An interview definition can be crafted as a gentle conversation between two people or more where questions are asked to a person to get the required responses or answers.

People involved in an interview: Usually two groups or two individuals sit facing each other in an interview. The person asking questions is the interviewer and the person answering the questions is the interviewee.

*So What is an interview definition – It can be simply defined as the formal meeting between two people where the interviewer asks questions to the interviewee to obtain information.*

### Objectives of Interview:

So, why are the interviews carried out? In what way does it help the interviewer zero in on the right candidate? Let us find out what are the objectives or goals of an interview.

- It helps to verify the information provided by the candidate. It helps to ascertain the accuracy of the provided facts and information about the candidate.
- What the candidate has written in the resume are the main points. What other additional skill set does he have? All these are known by conducting interviews.
- It not only gives the interviewer information about the candidate's technical knowledge but also gives an insight into his much needed creative and analytical skills.
- Helps in establishing the mutual relation between the employee and the company.
- It is useful for the candidate so that he comes to know about his profession, the type of work that is expected from him and he gets to know about the company.
- An interview is beneficial for the interviewer and the interviewee as individuals, because both of them gain experience, both professionally and personally.
- It helps the candidate assess his skills and know where he lacks and the places where he needs improvement.
- The interview also helps the company build its credentials and image among the employment seeking candidates.

## Types of Interviews:

Based on the count of people involved	Based on the planning involved	Based on judging the abilities	Based on the facilities or settings	Based on the task
Personal interview	A structured interview	Behavioral-based interview	Telephonic interview	Apprenticeship interview
Group interview	Unstructured interview	Problem-solving interview	Online interview	Evaluation interview
Panel interview		Depth interview	Job Fair interview	Promotion interview
		Stress interview	Lunch interview	Counseling interview
			Tea interview	Disciplinary interview
				Persuasive interview

### Depth interview (In-depth interview):

When you need to ascertain everything about the interviewee right from life history, academic qualifications, work experiences, hobbies, and interests; you conduct the depth interview.

Here the interviewer has a clear idea about the questions he will be asking but once the question is asked, he allows the conversation to flow and is more of a listener. This interview takes time and more of a friendly approach of the interviewer towards the interviewee.

This part of the article, for the entire piece go to the reference:

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