

UNSTRUCTURED

VERSUS

STRUCTURED INTERVIEWS

STRUCTURED INTERVIEWS WORK BEST!



Unstructured interviews are inaccurate and risk violating the law.

The interviewer asks questions with no advance preparation; they may not be relevant to the job.

Each applicant is asked different questions, so comparisons among applicants are difficult.

Interviewers may gather inconsistent and irrelevant information and are more prone to relying on biases or snap judgments.

Decisions are as accurate as a coin flip, creating the potential for bad hires or lawsuits.



Structured interviews are highly accurate and legally defensible.

The interviewer asks predetermined questions that are based on the job description, making them relevant.

Each applicant is asked the same questions, so comparisons among them are meaningful.

Interviewers gather detailed information that is relevant to the job, making decisions based only on a person's job-related skills and abilities.

Decisions are more accurate, resulting in high quality hires and increased retention.