4 Most Common Interview Types

Interview formats and types vary by employer, but these are the most common.

1. SCREENING INTERVIEW

Duration: 30 minutes
Format: Phone Call
Interviewer: Recruiter or human resources

Key Topics:
- Relevant skills and experiences
- Salary expectations

Purpose for Interviewer: To determine if a candidate meets the basic requirements of the role
Purpose for the Candidate: To determine if this role is in line with your goals

2. BEHAVIORAL INTERVIEW

Duration: 30-60 minutes
Format: In-Person or Video Call
Interviewer: Human resources, managers, potential supervisors, or potential colleagues

Key Topics:
- Past internships and project experiences
- Problem solving, innovation, setbacks, teamwork, time management, etc.

Purpose for Interviewer: To learn about past experience and behaviors to predict future performance
Purpose for the Candidate: To learn about specific scenarios you might face in this role
For more detail, see: "Behavioral Interviews"

3. TECHNICAL INTERVIEW

Duration: 60 minutes
Format: In-person or Video Call
Interviewer: Potential supervisors or colleagues, other technical staff

Key Topics:
- Technical experiences and their details
- Problems, solutions, tests, failures

Purpose for Interviewer: To assess depth of technical knowledge and experience
Purpose for the Candidate: To learn about technical aspects of the role and projects and get to know potential colleagues
For more detail, see: "Technical Assessments & Interviews"

4. CASE INTERVIEW

Duration: 60+ minutes
Format: In-Person or Video Call
Interviewer: Potential supervisors or colleagues, other technical staff

Key Topics:
- Scenarios of real business problems
- Problem solving analysis, methodology, assumptions

Purpose for Interviewer: To observe your thought process and problem solving abilities in real time
Purpose for the Candidate: To learn about specific scenarios you might face in this role
For more detail, see: "Case Interviews"