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”