

Panel Interviews

Tips to Mastering the Interview With More Than One Interviewer

John Zbozien, JD, MBA; Case Western Reserve University

What do you do when find out that your interview is going to be conducted by more than one person? First of all...**RELAX!!!!**

There really isn't much difference in the preparation for an interview that will have multiple interviewers. If you have prepared well prior to the interview you'll do just fine regardless of how many people are there to ask the questions!

The one big difference between the typical one-on-one interview and the panel interview is how you present yourself once in the interview.

TIP #1:

The one thing that you really want to focus on is your presentation. Initially, you want to address the person who asked you the question. **BUT DON'T STOP THERE!!** Really try to stay engaged with ALL of the interviewers. This can be achieved through maintaining periodic, but good eye contact with all of them (similar to how you would do if you were giving a presentation to a small group of people). Focus on talking to all of the interviewers and bringing them all into the conversation even if they weren't the one that asked that particular question. It's not easy to do and may take a little practice.

"My Experience with Panel Interviews"

I feel that interviews with multiple interviewers are actually *less stressful* than the one-on-one variety. With multiple interviewers there are more people to potentially have something in common with and, perhaps most importantly, more people to fill the awkward "down time" (either through someone rephrasing the question for you or through them talking to each other).

It has been my experience [just some of my general experiences] that in this type of interview, you as the interviewee actually do less talking. I think this is primarily for two reasons. First, you now have multiple people talking about the company and the position. One person will usually start with a description and then the others will add on and some times it gets pretty lengthy. This also carries into the questions as well. (Remember to stay focused even throughout some of the more lengthy descriptions as this is a great time to utilize effective eye contact). Second, the interviewers are often not as prepared or practiced as they could be. A lot of times the interviewers won't know who is going to ask the next question. So you'll probably hear a lot of "Jim did you have a question or do you want me to go again" or something like that. (See Tip 2)

TIP#2:

The best thing to do in this situation is to be prepared and be ready to ask questions or make comments. This not only bails out the interviewer(s), which they will appreciate, but it also eliminates the awkwardness that may come from silence.

If the interviewers aren't prepared and don't know who is going to ask the next question there can be a lot of confusion on their end. This can lead to a lot of "down time". Please know that this will not reflect negatively on you! The awkwardness is on the interviewers end, not your end. This won't always be the case, but remember this if or when it does occur

REMEMBER...

Preparation prior to the interview is very important! It doesn't matter if there is going to be one interviewer or 100 as long as you are prepared you'll do well! Research the company, the position and yourself as best as you can. Finally, I'll leave you with my "big three": be **confident** in your abilities, be **enthusiastic** about the opportunity and be **sincere** in your answers!

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