

Structured interviews

Questions are predetermined and are asked in a set order.

All questions relate to the core competencies of the role.

There are standard benchmarks to determine a “good” answer.

Candidate interviews can be compared on a like-for-like basis.

Unstructured interviews

Questions are decided on an ad-hoc basis and are asked in no fixed order.

Questions are not necessarily linked to the core competencies of the role.

Answers are evaluated based on the interviewer’s subjective judgment.

Content and duration of an interview can vary substantially, making direct comparisons more difficult.



TestGorilla

The Interview Research On Its Anatomy And Structure

**Jinni Harrigan, Robert Rosenthal, Klaus
Scherer**



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