Could Your *Interview Process* Be Missing Critical Signals?

Why *Traditional Interviews* Can Fall Short

Standard interview processes often focus on rehearsed competency questions, missing crucial indicators of genuine capability.

When candidates prepare stock answers, we lose the opportunity to assess real-time thinking and authentic responses. If you want to avoid this, try making these changes:

Conversation Mapping

Use project examples to reveal true potential. e.g: *"Tell me about a challenging project you worked on."* **Observe their natural focus on:**

1 Whether they emphasise team collaboration or solo work

2 How they describe handling unexpected challenges

3 What specific actions they took vs delegated

Value-Based Scenarios

Present a realistic workplace challenge. e.g: *"A project is running behind schedule, how would you manage this?"* **Pay attention to:**

1 Their immediate focus: blame or solutions?

2 How they balance speed with quality

3 Whether they consider impact on others

Adaptive Response Testing

Add complexity to test real thinking. For example: *"The price needs to increase, what is your approach?"* **Notice how they:**

1 Handle price sensitivity

2 Maintain buyer trust

3 Present solutions professionally

Collaborative Case Analysis

Review an actual sales situation. e.g: *"A display home isn't converting, talk me through how you would approach this."* **Look for:**

1 Understanding of buyer hesitations

2 Practical presentation solutions

3 Clear follow-up strategies

By implementing these changes, you'll uncover genuine capabilities that standard questions might miss

THE KEY IS TO MOVE BEYOND REHEARSED RESPONSES TO REVEAL TRUE POTENTIAL.

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