



Interview Feedback Tips

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Usually when working with a recruiter the candidate interview feedback process is quite seamless as we are quick to ask hiring managers for their thoughts on their recent batch of interviewees.

We understand that there is nothing worse for a candidate than waiting to hear if you were successful or not after all the interview preparation and time scheduled off to attend, so we try to deal with this and move the process through quickly. However, in some cases we occasionally struggle to get feedback, which can not only lead to frustration for the candidate but can also leave them with a tainted opinion of the company they have interviewed with. Neglecting a candidate post-interview, even if they aren't the right person for the role, can be damaging for a business and potentially lead to a bad reputation throughout their networks.

We feel that providing unsuccessful applicants with feedback helps to create a great recruitment process for everyone involved. Here are a few tips for feeding back in the right way

WRITE IT DOWN

Always compile notes on the candidate immediately after meeting them. This ensures you don't forget any important details about the interview and your overall impression is accurate and not recalled from memory.

DON'T DELAY

Don't wait too long and feedback to the recruiter/candidate as soon as possible. If you have other interviews to hold before this can be done simply advise the candidate that there will be a delay in your decision. Initial thoughts on a candidate's performance however can be fed back to the recruiter in preparation for further discussions.

BE HONEST

If there were obvious mistakes made during the interview don't gloss over them. Feedback is there to help candidates move forward and understand where they need to make changes and how you will no doubt see in return.

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