Interviewing is a complex communication event that has many layers to it, but the group interview is unique in that it poses a couple of new challenges to the interview dynamic. First, let's explore the basic fundamentals of interviewing:

**Challenges:**

- **How to Dress** is always a source of confusion for the interviewee.
- **Preparing Beforehand** can seem like an impossible task, but it is ultimately necessary to prepare for any and all possible questions.
- **Impression Management** is key to any interviewing scenario. How the interviewer perceives you is going to determine the success of the interview, so taking control of crafting your own image is critical to interviewing success.
- **Selling yourself** is ultimately the goal of an interview, and this process requires a deep understanding of your skills and abilities.

**Tactics:**

- **Dress a Step Up** from the position that you are applying for. It doesn’t help you to walk into an interview for a construction site in a three piece suit, but in this scenario, nice jeans and a polo or collared shirt would be appropriate.
- **Brainstorm Possible Questions and Answers** that you could encounter in the interview. It helps to have a general framework of what type of answers you could provide for general interview questions like “what can you tell me about yourself?” and for specific interview questions like “What skills are important for a construction worker to have?” See “Interviewing Questions” Speaking Center Guide sheet
- **Practicing Good Interviewing Etiquette** is so important to making a good impression on your employer. These can include:
  - Arriving 5-7 minutes early to the interview
  - Controlling nonverbal movements by not fidgeting with your hands and appearing comfortable and relaxed. Making eye contact with your interviewer is very important.
  - Bring a pen and paper to the interview. Taking notes will not only help you remember points in the interview. It will also boost your credibility.
- **Understand Yourself and Your Abilities** in order to relate your experience to the position that you are applying for. Doing this boosts your credibility with the interviewer because it shows your understanding of the job and of your own abilities.
The Group Interview is unique because it adds new challenges, and, therefore, there are new tactics that you have to utilize to adapt to these new challenges. Although there are new challenges, the fundamentals of interviewing still apply in addition to these new approaches:

**New Challenges:**

- **Making your voice heard** in a group can be very difficult. When you are in a group of four or more people, the tendency to stay quiet and reserved can be very tempting. At times, it may seem like you cannot find a place where you can insert your own input or you had a great point, but the conversation has moved past the topic that your point applies to.

- **Setting yourself apart** is very important. You are in competition with the other people in your group, and all of you are effectively on the same playing field in the mind of the interviewer.

- **Not hijacking the interview** can be a problem for more outspoken people. If you are constantly taking over the conversation, it can hurt your credibility in the interviewer’s eyes.

**New Tactics:**

- **Being Vocal but Respectful** is important in a group environment. You want to make sure that you are getting your point out there, but you also want to be aware of how you are coming across to the interviewer and other interviewees. This can be accomplished by:
  - Waiting your turn to speak
  - Finding low points or “empty” spaces in the discussion to insert yourself in
  - Being concise but thoughtful in your responses
  - Not Interrupting people or cutting them off

- **Be Very Prepared** when you walk into the interview. This can help set you apart from other people in the interview. You can do this by:
  - Researching the organization or position and displaying that knowledge
  - Coming in with prepared, well-thought out questions
  - Coming up with unique and thought-provoking perspectives and answers