

Peer Interviewing

Description:

What is it?

Peer Interviewing is a program of evaluating job candidates that involves three components in screening for a fit to the educational culture as well as skills.

Peer interviews do not take away the power of the manager to hire whomever he or she prefers, but they offer the manager the additional input of the people who work closely with the candidate on whether the candidate will “fit” the culture and the work environment.

Why do it?

Peer interviewing reduces turnover for two reasons:

- It increases the accuracy of a “cultural fit” between the candidate and the organization, and
- It fosters a sense of investment on the part of the candidate’s peers- they are more likely to support the new hire’s success and orientation when they are involved in the interview process.

A hiring process that includes peer interviewing usually has four components, although it should be customized to suit organizational needs:

1. Reviewing the job description
2. Preparing for the interview
 - Training the process
 - Selecting a leader
 - Selecting the team
 - Choosing the questions
 - Rehearsing the interview
3. Conducting the interviews
4. Making the selection