

**Center for Student Leadership
eLEADER Interviewing**

Case Studies

1. Tom and Robin are responsible for interviewing applicants for next year's Activities Programming Board staff. One of the applicants is a friend of Tom's and during the interview Tom asks the candidate a question related to personal matters. Although the candidate responds, Robin feels it is inappropriate to ask questions of a personal nature during an interview. She knows the two are friends so she is unsure as to how she should address the immediate situation. How should she approach this situation?

2. Using the interviewing stage of the hiring process offers candidates the chance to elaborate on their abilities to satisfy a certain position. During the interview you realize that the candidate would be more qualified for a different position within the organization. You want express this to the candidate but aren't sure if you should. They applied for this position and may feel that mentioning another available position would detract from the current interview. Should you make the candidate aware of their fit for another position? If so, how should you go about doing this?