



INTERVIEW FEEDBACK REPORT - STANDARD

Report Prepared For:

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HOW THIS REPORT CAN HELP YOU

This report will provide you with detailed advice on how to improve your interview performance. The interview video you produced has been carefully analysed to assess your interview technique, the quality of your answers and your overall credibility as an interview candidate.

You should use the feedback in your report to improve your performance by reflecting on the advice, before practising answering more interview questions. The more you practise, the more confident you will become, and this will help you to control your nerves better on the day of the interview.

HOW THIS REPORT IS ORGANISED

SECTION 1: Non Verbal Communication

This section provides an indication of your main strengths and weaknesses in relation to non-verbal communication

SECTION 2: Verbal Communication

This section provides an indication of your main strengths and weaknesses in relation to verbal communication+

SECTION 3: General Overview of Performance

This section provides an overview of your performance highlighting your main strengths and development areas.

SECTION 4: Recommendations for Improvement

This section provides a number of recommendations for how you can improve your interview style – this may include factors related to interview technique, communication style, structuring of answers or relevance of answers.

SECTION 1: Non-Verbal Communication

	Needs Development	Good	Excellent
Direct eye contact	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Positive impression	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Overall posture	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Convey self-confidence	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Appropriate facial expressions	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Appears genuine/authentic	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

SECTION 2: Verbal Communication

	Needs Development	Good	Excellent
Able to express yourself clearly	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Avoided use of slang	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Avoided fillers (um..., er...)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Appropriate speed of talking	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Conveyed enthusiasm	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SECTION 3: General Overview of Performance

This was a mixed performance that was seemed to be hindered by nerves on your part. The more you practice, the more confident and prepared you will feel so keep trying.

Overall, you gave a good impression and came across as a very likeable person. On quite a few occasions though, you failed to answer the actual question asked. When you communicated your responses you selected a great range of different examples and most of these were good quality examples that supported your answers well.

For the most part, you structured your responses well, but you did have a habit of providing too much unnecessary detail and going off on tangents to talk about issues that were not directly related to the question asked. Be careful here as the interview panel is looking for evidence that supports the questions they ask. Maximise your time in the interview by focusing on giving examples that provide information about the areas that the panel are exploring.

In general, your answers were a little monotone so try to show more enthusiasm so that the panel is clear that you have a real desire for the job.

SECTION 4: Recommendations for Improvement

- ✦ Be as enthusiastic and positive as possible during the interview
- ✦ Listen carefully to the question and do not be afraid to ask for the question to be repeated
- ✦ Try pausing for a few seconds after the question has been asked to think about the best answer to give. This will stop you rushing in with the first thing that comes into your head
- ✦ Only answer the question that has been asked, not the one you would have liked to have been asked
- ✦ Make your answers powerful by keeping them focused on the question itself – avoid long, rambling answers. Try using the STAR technique to structure your answers and to prevent you from giving unnecessary detail.
- ✦ Smile as much as possible without coming across as false
- ✦ Keep practicing your interview technique – the more you practice under interview conditions, the better you will become at shining!