

## **SITUATIONAL INTERVIEW**

### **Behavioural intentions as a predictor**

In a situational interview, recruiters analyse the vacant position and define critical incidents. From this, they develop questions for the applicants on how they would behave in the respective situation. In other words, they ask about behavioural intentions - not about effective behaviour already demonstrated in the past. This is based on the so-called goal-setting theory, according to which formulated intentions are a good indicator of later behaviour. The situational interview is structured - in other words, all applicants are asked the same questions. Their answers are therefore easily comparable.

### **Alternative to the behaviour-based interview**

In contrast, recruiters ask about actual past behaviour in a behaviour-based interview. It is based on the assumption that past behaviour is the best predictor of future behaviour. The disadvantage: most applicants have not prepared their relevant stories. And since they all tell different examples, the answers are less comparable. Nevertheless, the behavioural interview seems to me to be the better and more meaningful form of interview overall.