

ROLE PLAY: INTERVIEW LIVE!



Group work



210 minutes (100+100+10)

While assistant trainer distributes the handouts to participants, the lead trainer divides them into 2 groups - A & B, by selecting them alternately (A, B, A, B...). Then he explains to them their roles. Group A are job seekers applying for the job described in handout **HO-6A**, and at the same time they are employers offering the job described in handout **HO-6B**. Group B participants are applicants for the job described in handout **HO-6B**, and at the same time they are employers offering the job described in the handout **HO-6A**.

Both groups should go through interviews, and at the end of each interview, employers should select one person from each group who will get the job.



The first 100 minutes

Groups should be separated into different rooms. They have 20 minutes to prepare for their first roles. Group B – the employers, should sit in the room where interviews will take place and discuss and prepare interview questions, approach to interviewing and asking questions, agree on common assessment of candidates approach, etc. Group A - the candidates, should be in the “waiting room” and wait their turn for interview. While waiting, they should prepare for the interview, think about potential questions and what potential answers to give.

After 20 minutes preparation, interviews should start. Employers invite one candidate at the time to enter the room for the interview. Each interview lasts up to 7 minutes with a candidate. Upon the completion of interview, after the candidate left the room, employers

have 3 more minutes to discuss and share the views about the candidate. During the interview, employers take notes and assess the candidate. At the end of all interviews, there are 10 more minutes for employers to discuss all candidates and their individual assessments, and make decision on whom to hire.

After this round of interviews, groups switch their roles, and conduct another round of interviews, but in different capacity – group A take on employers' role, while group B take on job seekers role.

Next 100 minutes.

Repeat same steps as in first 100 minutes.

Last 10 minutes

Representatives of groups have 10 minutes to present and explain their decisions on hiring successful candidates. They should together, or 1 at the time, take floor and explain their decision, and answer questions should there be any.



The role play that should allow participants to look at the process of recruitment and interviewing from both perspectives, of the candidate and of the employer.

HO-6A & HO-6B

Prepare two handouts and multiply each in as many copies as there are participants. Assistant trainer should distribute one copy of each handout to each participant.



Each handout should contain different job advertisement. Job ad should contain basic job information - title of the position, requirements, and similar.

The type of job advertisements to be selected depends on the participant's profile. Try to find advertisements that will inspire participants.



Crepe tape