

Interviewing for Innovation

Why You Should Include a Panel Case Study in Your Interview Process

Panel Interview



Large enough panel to represent different roles, but small enough for a single roundtable (5-7 people)



Include a diverse mix of functions, seniority, communication styles & demographics



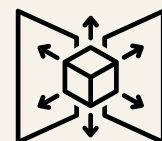
Include at least 1 person tasked with ascertaining culture fit



Include at least 1 silent observer focused on nonverbal cues
Bonus if this is the hiring manager!



Case Study



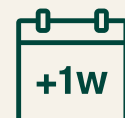
Begin Panel Interview with candidate's Case Study—Use this shared experience as the baseline for panelist feedback



Provide the candidate very little detail or context (1-2 lines)



Explain goal of understanding HOW candidate approaches a problem vs. finding a "right" answer



Provide all candidates the same length of preparation to levelset (e.g. 1 week)

"The interview should not merely spotlight past accomplishments, but afford a glimpse at future potential. The goal is to understand how adding this one light could help your whole team shine brighter."

Elizabeth Bieniek

Demonstrates How a Candidate:



Responds to ambiguity & thinks through a problem

Presents process and champions their idea

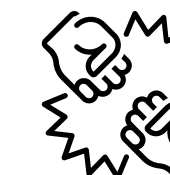
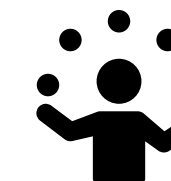


Includes creativity in their solutions



Adapts approach to explain concepts to different audiences

Handles unexpected questions & thinks on their feet



Reacts to opposing view points



Responds equitably to those with different expertise or seniority

Fits the culture of the team



Entertains new ideas & brainstorms collaboratively

Interview Questions
Hiring Workshops
Consulting Packages

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