

## **Debrief Questions**

Did the interviewee set the scene?

Did the interviewee clarify purpose, expectations, process, and or framework?

What techniques did the interviewee use?

- Paraphrasing, reflecting, questioning, active listening

Did the interviewee position around targeted benefits or selling points?

Did the interviewee do well adjusting to the interviewer on his or her feet?

Did the interviewee connect with the interviewer and seem responsive to the dialogue?

How well did the interviewee summarize and close?

How would you rate the interviewee on the three key qualities (1-5)

- Problem solving/analytical skills
- Business and technical acumen
- Personal characteristics

Would you call him or her back for a second round?