

# Interview Program

## Ideaboard Activity

<b>What according to you are some of the common listening problems in an interview?</b>	<b>Votes</b>
sometimes candidates are nervous and do not listen the questions -----	62
Candidates listen to answer but dont listen to understand the problem	1
Before the interview, we should inform candidate to be available with their laptops and proper network connection	0
Making assumptions about what interviewer is saying before they finish	0
due to network connectivity issue / headset accessory issues candidates may not be able to listen correctly	0
Turnoff mobile and mute the teams chat groups to avoid distractions	0
One potential reason could be the nervousness, that crops up during interview	0
Candidates tend to redirect answers by answering what they know instead of focusing on the question	0
Distractions e.g network connectivity, noisy room, uncomfrtable seating space	0
Only focusing on keywords or aspects of the question that fit your prepared answers can make you miss out on valuable context	0
Interviewer getting distracted and not understanding the answers given by the candidate	0
While giving a Coding question to the candidate, it is quite often that the candidate might not get the expectation out of the question.	0
Internet issues : "Can you hear me sorry my network is bad?"	0
There might be difference in accent which is hard for the candidate to understand the questions	0
Thinking of next question to ask, hampers listening at interviewer end sometimes.	0
The candidate not being direct adding a lot of verbose	0

<b>How do you think one can improve their listening skills</b>	<b>Votes</b>
One tries to listen but not understand.	12

Nod, maintain eye contact, and use verbal affirmations like “I see” or “Interesting.”	2
Make note of important points during discussion which can later be used for Feedback and cross-question.	1
we can have a central technical question bank which gets reviewed in regular intervals, so we can ensure the wording of the question is easily understandable.	1
Set the expectation of a question planned for asking in the interview and try to provide sample inputs and outputs so that it is self explanatory	1
Overconfidence	0
Let the interviewer/interviewee listen completely to the questions	0
Ask clarifying questions before deep diving into the problem directly	0
Devoid of deviations like -----	0
Show interest Pay Attention Respond Appropriately	0
Avoid jumping to conclusions while listening	0
Making the conversation interesting	0
Ask Clarifying qns	0
distraction proof environment while attending calls	0
Keeping Calm, Being in the noise free area and staying stress free.	0
Allow the interviewer to finish their question before formulating a response.	0
make sure you are in a quiet place with no distractions.	0
by asking counter questions	0
Having a private room to avoid distractions and disturbances during interview	0
If the network is poor at candidate or interviewer side, it causes many misunderstandings	0

<b>In what ways does Active listening help in right interview decisions?</b>	<b>Votes</b>
Bringing candidates that will bring value and ensure they are aligned to Fractal's way of working	1
Also, we can understand if there is some prompting going on.	1

Majority of the time the interviewer tends to twist a normal question and if the candidate is listening it properly he can easily answer it	1
Enhances Follow-Up Questions	1
Interview time can be utilized properly. Instead of time wasted in explaining the question we can use additional time to get to know the candidate well.	0
Gauge tech capabilities	0
Avoiding Miscommunications, Clear Context of the statement asked or conveyed to the candidate.	0
Getting clear expectations from the interviewer so the candidate can figure out whether it is an apt job for them	0
Understanding Candidate Responses Fosters a Positive Interview Experience	0
Helps understand the experience of the candidate instead of trying to solve a problem that we know	0
Picking up some crucial pointers that usually get ignored	0
Help in hiring decision for edge cases	0
Building rapport and trust among each other	0
Active listening in interviews ensures understanding of candidates' responses, leading to more informed hiring decisions based on comprehensive evaluation of their qualifications and suitability for the role.	0
Getting to understand the communication skill and the proper way of approach to resolve the issue.	0
interviewer should talk in a common and slow manner so that candidate will have some time to listen	0
Gauge genuine interest	0
Active listening helps in saving time that could waste in repeating the question or explaining the meaning and could lead to more meaningful discussion with more meaningful questions	0
Active listening helps you understand the candidate's thought process and problem-solving skills by carefully considering how they approach and explain solutions to situational questions.	0
It helps understanding the context	0
Provides a comprehensive understanding of the candidate's abilities and fit for the role	0
Improves Decision-Making	0