

## Agile Assessments

*The perception of "right" or "wrong" behavior in a job interview is seen quite differently depending on your cultural perspective.*

Our Western way of conducting job interviews is quite unfamiliar to many applicants from other parts of the world (and in fact to many Western candidates as well). Whenever this is the case, they do not succeed in displaying their real strengths and assets in a way in which we can understand and appreciate. As long as we expect our candidates to be clear and consistent, linear and deductive in their reasoning, to the point while showing initiative and confident in the way they display their talents, dynamic and assertive in group discussions, but fact- and task-oriented in their problem solving, we follow a cultural style which is not universally preferred.

In an environment of globalization, demographic challenges, growing diversity in our workforce, and an accelerated speed of innovation, we should now become more proactive in inviting new backgrounds and different perspectives into our organizations. If we want to recognize and realize the complete scope of the potential contributions of our candidates and colleagues, we need to purposefully look out for it.

It is a worthwhile investment. Our selection and recruitment processes become more valid in predicting future performance and potential. The pool of available talent becomes larger. We gain new skills and competencies for our organizations that we may have underestimated up to this point. Last but not least, we also develop ourselves, since we practice and shape our ability to work effectively with diversity, complexity and cultural differences.

interpool supports you in this process by

- Designing culturally adapted assessment and recruiting processes, competency frameworks and interview scripts
- Developing and carrying out individual or group-based assessment and development centers with a focus on cultural differences, intercultural skills, diversity, and innovation
- Training and coaching recruiters, hiring managers and assessors in their interviewing skills, both among the HR department and line management.