



SESSION TITLE:

EXPERIENTIAL LEARNING INTERVIEWING ASSIGNMENT

STEP 1 Assign students a list of common interview questions and ask them to draft word-for-word responses. These responses should:

- Incorporate keywords and terminology from job ad dissection.
- Include information from organization research.

STEP 2 Instruct students to bring a draft of interview question responses to class for the lecture on interviewing.

STEP 3 Advise students to engage with you about these questions during lecture and then revise interview question responses as appropriate.

STEP 4 Instruct students to submit completed responses for feedback.

STEP 5 Require students to participate in an in-class mock interview. The instructor assumes the role of recruiter and asks each student a few questions from the interview question assignment.

Students interview with the instructor as the class watches:

- Interview is recorded.
- Each viewer completes an evaluation feedback form.

Students may bring notes on company research but cannot read interview answer responses verbatim. This exercise certainly stretches students to move outside of their comfort zone, yet almost **all** students report this experience is one of the most memorable and helpful exercises of their college career.

Instructor provides feedback and classmate evaluations. Students are required to view their individual videos, complete a self-evaluation, and revise interview question responses as appropriate.

STEP 4 Require students to participate in another mock interview:

- With you a second time.
- With external party, such as Career Center or HR reps from local businesses, etc.