**Discussion Question 3/9 405**

Your Name (First M. Last)

School or Institution Name (University at Place or Town, State)

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Interview video selected for this assignment is based on a job interview, named "Job Interview Good Example copy”.

**Link of the interview video:** https://www.youtube.com/watch?v=OVAMb6Kui6A

* From (0 to 0:19), interviewer maintained silence when the interviewee was introducing himself. Tone and body language of the interviewer woman was positive encouraging.
* At (0:21) she asked him "why you moved"? Here she used the reflection technique and asked this question, based on the introduction of the guy.
* At (0:27) she said: "This is very noble and admirable of him". This is an example of the reflection technique, here she considers the information he gave to comment on his answer (Yeo, 1993).
* At (0:29) Interviewer kept nodding her in silence as showed that she is listening to him carefully.
* At (1:17) interviewer used technique of paraphrasing and reflection by saying "You said you have interest in the outdoor activity, so this is great company for you to work at"(“Counseling and Interview Techniques | Career Trend,” n.d.).
* At (3:27) interviewer asked a question by interpreting the answers given by the potential employer by "Given that you are making a change in career, especially with master's degree, if a position becomes available in this area in your field, how will you respond to that?"
* At (8:17) interviewer uses the interviewees answers regarding his previous school job that involved a lot of action, and summarizes the job's functional reality by telling that "There are aspects of your job that are going to be a little less active than you being in teaching position where you were on your feet more, one on one face to face with individuals.
* At (10: 13), when interviewer uses the technique of summarizing the information and before asking further questions, by saying “we are going to move on to cognitive behavioral questions that are not based on your past experiences, so these are out of box questions”.

**Analysis and Conclusion**:

In all the interview we can see that all the interview techniques are fully utilized in the interview. That helped in creating a clear and positive impact on the interviewee, which enabled him to answer each question with confidence, in ease. In whole video techniques of summary, interpretation, silence, reflection and interpretation were used at the right moment in an appropriate manner. The most effective technique was silence, as it gave interviewee to explain his answers to his fullest potential(Mellish, Morris, & Do, n.d.).

**References**

Counseling and Interview Techniques | Career Trend. (n.d.). Retrieved March 7, 2019, from https://careertrend.com/list-6741505-counseling-interview-techniques.html

Mellish, L., Morris, S., & Do, M. (n.d.). Interviewing Skills, 16.

Yeo, A. (1993). *Counselling: A Problem-solving Approach*. Armour Publishing Pte Ltd.