

Interview

The interview is the final and most important part of our selection/assessment program. It spans over a wide area and aims at obtaining a comprehensive understanding of the applicant's character, personality and attitudes.

Before the interview, we analyze the information vested in test results, the DMT, the WHEEL, as well as informal merits and background data. The interview takes the form of an unstructured conversation, in which we focus on the applicant's characteristic attitudes and general approach, both concerning himself and his social and occupational environment.

We check the indications drawn from test-results, we discuss his ambitions and goals, and his awareness of personal potentialities and drawbacks. Of course, it is just as vital to establish what he does not say or avoids talking about.

During and after the interview we assess most aspects of the applicant's personality, the way in which he functions, his attitude to the world around him, and how he responds and reacts to different situations.

All this is summed up in a comprehensive assessment of the applicant's personality, psychological basis and stability. Finally, we estimate his aptitude for the specific task or training-program in question.

Feed-back to the applicant is also an important part of our interview method. We inform him about his test-results and our assessment of him. We also discuss his attitudes and personal characteristics, in order to help him to acquire a better awareness and understanding of himself and thus be in a better position to use his personal resources.