



Management In Practice

Volume 11

Number 1

Winter 2005

A Model for Win-Win Interviewing: The Five C's

Abstract

It goes without saying that the job interview is of crucial importance to the candidate. But given the rising costs of hiring and, if necessary, firing, job interviews are equally crucial to the hiring organization. Both have the best chance for success if the interview is viewed as a mutual exploration, in which candidate and employer determine whether their respective needs and goals will be met. Focusing on the “Five C’s” – capability, compatibility, commitment, contribution, and credibility – can help keep the interview on a mutually productive track.

Susan P. Eisner
