



21 Aug 2018  
Article type: Publication  
Page: 28  
Advertiser, The  
Readership: 409000  
AVE: \$1011.08  
Circulation: 120000

This copy is licensed by Copyright Agency for the purposes of a Press Clipping Service. Any reuse of this article must be licensed: [www.rightsportal.com.au](http://www.rightsportal.com.au)

page 1 of 1

# Small talk makes big difference in finding the right candidate

SMALL talk and icebreakers play a greater role in job interviews than many hirers acknowledge in helping them find the best candidate.

HR with Ease founder Yvonne Walker said it was a nice way to make candidates feel comfortable before asking tougher questions but could also be a way of informally gathering information about an applicant.

“Don’t waste any opportunity to collect data,” she said.

“Good icebreaker questions ask for information that the hirer can use.”

It could range from asking someone what they did on the weekend, to gauge whether, for example, a candidate who believes they have creative flair really is creative, to something more work-related, such as asking what gets them motivated to get out of bed and go

Good icebreaker questions ask for information that the hirer can use.

YVONNE WALKER

to work each day. Hipages chief people officer Jodette Cleary always asks candidates if they would like a tour of the office after the initial meet and greet and before the sit-down interview.

“This way people see how we work in real time, observe the culture directly and see the work spaces and some of the benefits we provide,” she said.

“It also gives a chance to chitchat and we get a sense of one another’s personality and communication style.”

However, she is mindful that jobseekers may be on as

much of a time constraint as the employer.

“If a candidate is meeting before work or on their lunch break, they may be very conscious of this, thus impacting the way they communicate and answer questions,” she said. “We say: ‘We have set aside X minutes today for this interview, is this still okay for you and do you need a hard stop at the end of this time?’”

Cleary said interviews might never be long enough to get a complete overview of a jobseeker so hirers should make the most of whatever time they had.

“You typically don’t have a long time to get to find out all of this information,” she said.

“Icebreaker questions help you to get to vital insights quickly.”

**THIS ARTICLE FIRST APPEARED ON SEEK INSIGHTS & RESOURCES**