

Top Tips!
First-stage interviews
tips for **employers**



HASSON ASSOCIATES

The first stage of interviews is all about **finding the right balance** - enough candidates to ensure a solid selection but not so many that the process becomes overwhelming.

Here are our top tips...

Start with a strong shortlist of candidates (5-7)

Aim to interview **5-7 people** at this stage. This keeps the process **manageable** while ensuring you have diverse options.

Too many? It becomes a time drain. Too few? You risk losing great talent if others drop out.

Consider the market

High demand roles – you need to move quickly and shortlist fewer people.

Entry-level or high-volume roles - You might need to interview more to find the best fit.

Keep it structured

Have clear evaluation criteria to compare candidates effectively. Use a scorecard or ranking system to avoid "gut feeling" or biased hiring.

Avoid decision fatigue

Too many interviews in a row can lead to poor recall and rushed decisions.

Spread them out over a few days for a fair comparison.

Stay flexible

If the first batch isn't promising, widen the pool. If you find a standout early, don't be afraid to move forward.

Would you like more guidance
on structuring your first-stage
interviews?

Connect with us today!

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