

Top Tips!
Second-stage
interview tips for
employers



HASSON ASSOCIATES

As recruiters, we get asked this all the time - ***“How many people should we bring to second stage?”*** and ***“Should we set a task?”***

Here’s our top tips:

Keep it focussed

See no more than **2–3 strong candidates** at the second stage - **quality over quantity!**

Make it meaningful

Don't just repeat round one.

Dive deeper into:

- Problem-solving ability
- Cultural fit
- Motivation
- How they'd actually do the job

Have scoring criteria ready so interviewers are aligned.

Should you set a task?

In most cases, **yes - but keep it meaningful and manageable.**

A well-designed task can:

Reveal how someone thinks and solves problems whilst demonstrating how they'd approach the *actual* role. It also provides candidates a sense of the challenges they'll face.

But it's key to strike a balance!

Don't overload! A short presentation, a case study, or even a practical challenge is enough. Make it relevant and avoid generic tests. Link the task directly to the role. Be fair- give clear instructions, and enough time to prepare.

Make it two-way

Candidates are interviewing you too. Be transparent, answer questions honestly, and show them what it's like to be part of your team.

Streamline your decision making

Agree internally on **what you're assessing**,
and **who's involved in the final call**.

Move quickly!

By this stage, good candidates are likely in other processes.

Be responsive, and don't let unnecessary delays cost you a great hire.

Bonus tip...

Always provide feedback. It reflects well on your brand and supports candidate development.

A sharp, thoughtful second stage leads to **stronger hires and a smoother process**, for you and your candidates.

E: info@hassonassociates.com

T: 020 7637 1300

