

Interview Builder

Are your hiring managers asking the right questions?



What is the Interview Builder?

The Interview Builder allows clients to create custom interview guides to their specifications, conveniently stores these guides in their private interview library and enables clients to share their data with necessary colleagues.

DeGarmo's interview builder comes standard with access to more than 120 job competencies, work styles, and cultural elements. Users have access to nearly 2,500 interview questions created for entry-level through senior leader roles by our team of in-house I/O psychologists.

Interviewing job candidates is essential for making the right hiring decisions—so is asking the right questions.

Since employers have limited time with each candidate, asking the right questions is crucial for making the best hiring decisions. Often companies have poorly designed interview guides or none at all.

Asking irrelevant or random questions can result in regretful and expensive hiring mistakes, or worse—they can land your company in hot water for asking inappropriate, or even illegal questions during the interview process.

Have you ever wanted to design your own interview guides but didn't have access to a database of great questions?



Features



Quick

Create an interview guide in 2-3 minutes, using our huge library of interview questions

Targeted

Structured, behavior-based interview questions written by business experts and organized by a library of competencies

Mobile-Friendly

Interviews are available in digital or document form, for access on any device

Customizable

You can edit our questions, integrate your own templates or competencies

Extensive Library

Access to more than 120 dimensions and 2500 interview questions





DeGarmo's Interview Builder gives you access to hundreds of questions for measuring culture fit, competency strength, and more. You can even add technical questions for specific roles in one easy step.

How do I start?

Interview guides are created using an intuitive step-by-step wizard that allows users to determine the amount and type of content, and where it appears in the interview.

The three major components of this platform are the Builder, the Library and the Content Manager.

Using this platform you have the option of building interview guides that are available in several different formats: fully digital, mobile-optimized, or a downloadable document file.

The platform also includes an optional data management application that enables real-time scoring and storage of interview data for job candidates and interviewers individually or as part of a panel.

With DeGarmo, your team can create custom interview guides with a few points-and-clicks, and conveniently store them in your personal interview library. Our platform ensures a consistent candidate experience by providing consistent evaluative criteria. Contact us today to get started!

*The
Interview Builder
enables you to
create professional,
science-based
interview guides
in a matter of
minutes.*



Interview Builder Major Components

Builder

Step-by-step tool for building custom interview guides

Library

Access all interview guides created by your organization or create new guides

Content Manager

Access and edit all existing information & questions for each competency, culture fit, and work style dimension. You can also create new content for your interview guides

Get Started

DeGarmo has been helping clients identify, develop, and retain top-tier talent for 20+ years.

Are you ready to streamline your talent strategy?