

## Cultural Differences in Interviewing Styles

Some Other Countries	The U.S.
Interview of major importance.	Interview of major importance.
Sometimes interviewee should show modesty and respect and should wait to be asked before volunteering information.	Interviewee should show some initiative and knowledge if possible.
Sometimes interviewee is asked to provide certificates and references. References may be key factors.	Interviewee may be asked to provide references. Often references who can attest to interviewee's professional competence are more important than character references.
Interviewee may be asked to take examination.	Interviewee may be asked to take examination.
Interviewee may be asked to take drug tests or other tests.	Interviewee may be asked to take drug tests or other tests.
Gender may be an issue in the interview.	Gender is not supposed to be an issue in the interview.
Interviewer may start the interview with small talk about the weather, the interviewee's background, or another subject. Interviewer might be looking for similarity of outlook or some indication of character or personality.	Interviewer may start with direct questions. Some small talk might be appropriate, but not for very long. Getting down to business is important.
Interviewer may be indirect about asking for information.	Interviewer might directly ask for information or evidence of competence.
Interviewer may expect to do most of the talking.	Interviewer may or may not expect to do most of the talking.
Interviewer may expect the potential employee to be a long-term employee of the company and may be looking for a long-term potential employee rather than immediate competence in an area.	Interviewer might expect potential employee to stay at least 2 years and up to 5 years. May be looking for immediate competence in an area.
Interpersonal skills may be of paramount importance.	Demonstrated competence in an area often of paramount importance with interpersonal skills as a secondary consideration.

*Adapted from the University of Michigan – Ann Arbor*