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would be majorly focusing on things by which we could evaluate better post interview. However, the steps before and during the interview cannot be overlooked either.

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Vague questions like “What did you think of X candidate?” may result in equally vague answers. For more specific and useful feedback, create categories of skills you want to evaluate (e.g. “X Software knowledge”, “Collaboration”.) Also, use rating systems to allow for quick answers.

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Construct a rating scale to grade candidates' answers (e.g. "poor" to "excellent.") Ask the same questions in the same order to all candidates and rate them with your predetermined scale. Because each of these steps demands a lot of time and effort, setting

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up structured interviews from scratch is often impractical when you want to ...

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