



What Is a Working Interview

As working interviews slowly begin to rise in popularity and become commonplace, many [job-searchers](#) are left asking “what is a working interview?” It’s a fair question; working interviews are a relatively new concept, and the name doesn’t give a whole lot of detail about what they are and how they work.

In this blog, we’re going to cover the basics of what working interviews are, what to expect from them, and what advantages they present potential employees. By the end, you should be prepared for your [next working interview](#) so you can do your best and impress your potential employer.

What To Expect In a Working Interview

Put simply, a working interview is when an employer opts to have potential hires do work on a specific task instead of going through the traditional interview process. An example of this would be an [automotive repair shop](#) that has interviewees work on a car instead of doing a sit down interview. The specifics of what to expect will obviously depend on the specific job you are interviewing for, but you can expect to complete a few hours of work that are relevant to the job.

FAQs – Frequently Asked Questions

Now, let’s cover some frequently asked questions about working interviews:

1. Do you get paid for a working interview?

Employers legally have to compensate interviewees for their time during a working interview, though they are only required to meet minimum wage. Some employers pay a flat rate, while others opt to pay hourly. Either way, interviewees are entitled to compensation for time spent during a working interview.

2. How long is a working interview?

The length of a working interview depends on the company and the candidate. Some may only take a few hours, while others might take a full work day. Ask the employer about how long they expect the interview to take, and make sure to plan accordingly so you have enough time to complete the interview.

3. What do you do at a working interview?

As mentioned above in the “what is a working interview” section, you will be completing some sort of hands-on task during a working interview. The specific task will depend on the company and the position you are applying for. If you are applying for a position in the IT department, they will have you complete IT related work. Again, ask the employer what you will be working on beforehand so you can prepare ahead of time.

Advantages of a Working Interview

Now that you know what a working interview is and what to expect in one, let’s discuss some of the advantages working interviews present for interviewees. While they may seem intimidating, they actually present many advantages that you can use to show off your abilities.

The biggest advantage of working interviews is that you can directly show the employer what you have to offer. Resumes can be very informative, but they don’t allow you to directly show your employer your skills. Working

interviews strip away the formalities and questions, focusing on skill and ability. They are a great opportunity to demonstrate what would make you a valuable asset to the company.

The other big advantage of working interviews is the insight they can give you into the company. You can get direct exposure to the workplace environment and culture. Being able to see how the company operates, how employees interact with each other, what challenges there are, and more allow you to get a better understanding of the company. You can use this information to make a better decision about whether or not you want to work for the company.

Be sure to keep these advantages in mind and make the best of them in your next working interview. They will help you prepare for the interview, excel, and make the best decision possible.

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