THE TEAM TRAINING INSTITUTE

OPPORTUNITY NIGHTS

Opportunity Night is a recruiting technique that uses a group interview format to evaluate multiple candidates at the same time for the same position, or similar positions. It can be used whether or not you are actively recruiting for an open position to create a pipeline of potential talent.

Why use an Opportunity Night?

- Be prepared for staff openings whether due to turnover, fast growth, or new practice locations
- Potential candidates are failing to showing up for interviews, so a group format is a more efficient use of team leaders' time

Consider the current state of recruiting in your practice. How would an Opportunity Night benefit you?

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How to Conduct an Opportunity Night

1. Use Opening Message to Sell Interviewees on Your Practice
    a. Introduce your team of interviewers.
    b. Congratulate candidates for passing through your resume screening phase. Remind them that everyone in this room is qualified for the job.
    c. Tell candidates how long you expect the interview to last and brief them on the process.
    d. Give a short presentation on your company values and share position details like working hours, salary, benefits, and more.
2. Conduct Interview
    a. General Interview Questions
    b. Case Studies
    c. Practical Tasks
    d. Role-Playing Exercises
3. Leverage Observational Skills of Your Team
    a. Watch for interviewees' leadership skills, teamwork skills, and their ability to manage stressful situations.
    b. Take note of candidates who aren't a good fit with your practice values.

For more information on Opportunity Nights, request a free copy of our book **"The Insider's Guide to Hiring"**.