

better to interview first or last

better to interview first or last is a common question among job seekers and hiring professionals alike. The order in which a candidate is interviewed can significantly impact perceptions, memory retention, and ultimately, the hiring decision. Understanding the advantages and disadvantages of interviewing early or late in the process is crucial for both candidates preparing for interviews and employers structuring their evaluation timelines. This article explores the psychological effects, strategic considerations, and practical implications of interviewing first versus last. Additionally, it examines how these factors influence interviewer impressions, candidate performance, and recruitment outcomes. The discussion will also offer tips on how to optimize your position in the interview schedule regardless of timing. Following this introduction, the article will present a detailed table of contents outlining the main sections covered.

- Psychological Effects of Interview Order
- Advantages of Interviewing First
- Advantages of Interviewing Last
- Disadvantages of Interviewing First and Last
- Strategies for Candidates Based on Interview Timing
- Employer Perspectives on Interview Scheduling

Psychological Effects of Interview Order

The order in which candidates are interviewed can have a profound psychological impact on both the interviewer and the interviewee. Two key cognitive phenomena, the primacy effect and the recency effect, often influence how candidates are evaluated.

Primacy Effect

The primacy effect refers to the tendency of interviewers to better remember and favor candidates who are interviewed early. This effect occurs because the first impression sets a benchmark for all subsequent candidates. Interviewers may subconsciously compare later candidates to the initial ones, which can work in favor of those who interview first.

Recency Effect

Conversely, the recency effect implies that interviewers remember the most recent candidates more vividly, potentially leading to a bias in favor of those who interview last. Since the details of earlier interviews can fade over time, candidates interviewed later may benefit from being fresher in the

interviewer's mind during decision-making.

Advantages of Interviewing First

Interviewing first offers several strategic benefits that can influence the perception of candidates positively. Understanding these advantages helps candidates optimize their performance when scheduled early in the interview process.

Setting the Standard

Being the first candidate allows you to set the tone and standard against which all others will be measured. A strong performance can create a favorable benchmark, making it challenging for later candidates to surpass the impression you leave.

High Interviewer Energy Levels

Interviewers are typically more alert and focused at the beginning of the day or interview session. This heightened attention can result in a more thorough evaluation and a better opportunity for candidates to showcase their skills and qualifications.

Reduced Comparison Fatigue

When interviewing first, candidates avoid the fatigue that interviewers may experience after multiple interviews. This can ensure that their responses receive full consideration without the risk of an interviewer becoming disengaged or less attentive.

Advantages of Interviewing Last

Interviewing last also has distinct benefits related to memory retention and decision-making processes. Candidates can leverage these advantages to increase their chances of success.

Recency Bias in Favor

Interviewers may unconsciously prioritize the most recent interviews when making hiring decisions. Interviewing last means your answers and demeanor are fresh in the interviewer's memory, potentially increasing your chances of being remembered positively.

Opportunity to Address Previous Candidates' Strengths and Weaknesses

Candidates interviewed last can often tailor their responses by anticipating the qualities or gaps

demonstrated by earlier candidates. This strategic adjustment allows them to highlight unique strengths and differentiate themselves effectively.

Potential for Interviewer Warm-Up

By the time the last candidate is interviewed, interviewers may feel more comfortable and conversational. This relaxed environment can help candidates perform better, as interviewers may engage more openly and provide more detailed feedback opportunities.

Disadvantages of Interviewing First and Last

While there are clear advantages to interviewing first or last, each position in the schedule carries inherent disadvantages that candidates should be aware of when preparing for interviews.

Disadvantages of Interviewing First

- **Pressure to Impress Early:** The first candidate often feels the pressure to make a strong initial impression without the benefit of seeing how others perform.
- **Limited Benchmarking:** Without prior candidates to compare against, it can be challenging to tailor responses to the employer's preferences.
- **Memory Fade:** Interviewers might forget details of the first interview by the time all candidates have been evaluated.

Disadvantages of Interviewing Last

- **Interview Fatigue:** Interviewers may become tired or less attentive after multiple interviews, potentially impacting the quality of their evaluation.
- **Comparison to Earlier Candidates:** Interviewers have a full pool of candidates to compare, which can heighten scrutiny and expectations.
- **Increased Waiting Time:** Long waiting periods before the interview can cause stress and fatigue for the candidate.

Strategies for Candidates Based on Interview Timing

Effective strategies tailored to your interview order can help maximize your chances of success.

Preparing for either position requires understanding the unique challenges and opportunities each presents.

Tips for Interviewing First

1. Prepare thoroughly to make a strong, confident first impression.
2. Focus on clarity and conciseness to set a positive benchmark.
3. Use engaging storytelling to make your responses memorable.
4. Follow up promptly to reinforce your candidacy.

Tips for Interviewing Last

1. Research common questions and anticipate what earlier candidates might have discussed.
2. Highlight unique skills or experiences that differentiate you from others.
3. Maintain energy and composure despite potential waiting times.
4. Summarize key strengths clearly to leave a lasting positive impression.

Employer Perspectives on Interview Scheduling

Employers also consider the order of interviews when designing the recruitment process. Their approach influences fairness, candidate assessment quality, and overall hiring effectiveness.

Balancing Interview Order to Reduce Bias

Many employers randomize or rotate interview times to minimize primacy and recency biases. This practice helps ensure that no candidate is unfairly advantaged or disadvantaged solely because of scheduling.

Structured Interview Processes

Interviewers often use structured formats, standardized questions, and scoring rubrics to reduce subjective biases related to interview order. These tools help maintain consistent evaluation criteria throughout the hiring process.

Consideration of Candidate Experience

Employers may schedule interviews to optimize candidate experience, such as avoiding early morning or late afternoon slots that could impact performance. They also consider logistics and availability when determining the order.

Frequently Asked Questions

Is it better to interview first or last during a job interview process?

There is no definitive answer, as both positions have advantages; interviewing first can set a strong impression and benchmark for others, while interviewing last allows you to learn from earlier candidates' questions and potentially make a memorable final impact.

What are the advantages of interviewing first in a series of job interviews?

Interviewing first allows you to set a positive tone and make a strong initial impression without being compared to previous candidates, and interviewers may remember you well as a reference point for subsequent applicants.

What benefits come from interviewing last in a sequence of interviews?

Interviewing last gives you the opportunity to observe what types of questions have been asked, tailor your responses accordingly, and leave a lasting impression since you are the most recent candidate interviewers have met.

Does interviewing in the middle offer any advantages compared to first or last?

Interviewing in the middle might be challenging because you risk being overshadowed by the freshness of the first or last candidates; however, it can also allow you to balance energy and avoid the nerves of starting or the pressure of finishing.

How can candidates prepare differently if they know they will interview first or last?

If interviewing first, candidates should focus on making a strong, confident impression and setting a high standard. If interviewing last, they should prepare to address any gaps or questions raised in earlier interviews and aim to be memorable and concise.

Additional Resources

1. *Interview Order: The Strategic Advantage of Going First or Last*

This book explores the psychological and strategic impacts of interview order on candidate evaluation. It delves into research findings about first and last impressions, providing actionable advice for both interviewers and candidates. Readers will learn how to leverage their position in the interview lineup to maximize success.

2. *The First and Last Impression: Mastering Interview Timing*

Focused on the importance of timing during the interview process, this guide explains why being the first or last interviewee can influence outcomes. It offers practical tips on preparing for these critical slots and how to stand out regardless of interview order. The book also discusses how interviewers can mitigate biases related to timing.

3. *Going First or Last: Interview Strategies for Job Seekers*

This book provides job seekers with strategies tailored to the advantages and challenges of interviewing first or last. It covers preparation techniques, confidence building, and ways to make a lasting impact. The author includes real-world examples and psychological insights to help candidates optimize their performance.

4. *The Science of Interview Order: How Timing Affects Hiring Decisions*

An in-depth analysis of the scientific studies behind interview order effects, this book breaks down how cognitive biases influence hiring managers. It explains concepts like primacy and recency effects and their implications in recruitment. Readers will gain a greater understanding of how interview sequence can sway decisions.

5. *First or Last? Navigating the Interview Lineup for Success*

This practical guide is designed for professionals preparing for interviews in competitive environments. It discusses the pros and cons of interviewing at different points in the day and how to tailor your approach accordingly. The book also offers advice on managing nerves and maintaining energy levels.

6. *Timing Is Everything: The Role of Interview Sequence in Job Offers*

Exploring the correlation between interview timing and job offer rates, this book presents data-driven insights and expert opinions. It includes strategies for both candidates and recruiters to optimize the interview process. The text emphasizes the importance of preparation and adaptability to different interview slots.

7. *Last Impressions Count: Winning Strategies for the Final Interview Slot*

Dedicated to candidates who interview last, this book teaches how to capitalize on the recency effect to leave a memorable impact. It covers communication techniques, storytelling, and follow-up strategies to reinforce a positive impression. The author also addresses common pitfalls and how to avoid them.

8. *First Impressions Matter: Advantages of Interviewing First*

This title highlights the benefits of being the first candidate in an interview series. It provides tips on setting the tone, establishing rapport, and creating a benchmark for others. The book also explains how interviewers perceive first candidates and how applicants can use this to their advantage.

9. *The Interview Sequence Playbook: Choosing When to Go*

A comprehensive resource for understanding and influencing interview scheduling, this book covers

tactics for requesting preferred interview times. It discusses the psychological effects of different interview positions and how to prepare accordingly. The author includes case studies and expert commentary to guide readers through the process.

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better to interview first or last: *The Beginner's Guide to Doing Qualitative Research* Erin Horvat, 2015-04-26 This book provides theoretically grounded, real-world advice for students beginning to learn how to conduct qualitative research. Drawing on the authors extensive experience teaching qualitative methods, the text uses students questions and concerns as an organizational framework. Unlike many textbooks, this one provides students with an inside view into the most common dilemmas and challenges they will face as they start doing research. This easy-to-use book addresses the key phases of any ethnographic project from beginning a project and defining its aims, to data collection, analysis, writing, and reporting results. While designed specifically for beginners, seasoned qualitative researchers will find useful insights, helpful tips, and new ways of thinking about qualitative research.

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better to interview first or last: *Influence at Work* Steve J. Martin, 2024-10-01 From the New York Times bestselling author on the psychology of persuasion: a brilliant new guide to improving your influence at work—and beyond. To be successful at work you also need to be influential at work. And to be influential requires an understanding of how the rules of influence work. Not just those mandated by logic, economics and company policy. But the unspoken rules too.

The rules people rarely talk about, but that frequently have an out-sized impact on who and what gets listened to and done, and who and what gets ignored. Recognising and navigating these rules of influence is crucial to your persuasive success. *Influence at Work* shows you what these rules are and how to effectively deploy them to command attention; connect with others; win over the sceptics; sway the undecided; and motivate people to act. The result is a new guide to an age-old subject: what influence is, why it matters, and how to use it wisely and ethically.

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better to interview first or last: *Adjustment and Growth, with eBook Access Code* Spencer A. Rathus, Jeffrey S. Nevid, 2025-03-18 Brings theory and research together to help students adapt to sources of stress in their everyday and academic lives *Adjustment and Growth: Psychology and the Challenges of Life* reveals the many ways that psychology relates to our lives while illustrating how psychological concepts and principles can help us adapt to the real-world issues we face. With a lively and conversational writing style, authors Spencer Rathus and Jeffrey Nevid show us how to apply psychology to confront a variety of life challenges, such as managing time, developing self-identity, building and maintaining relationships, adopting healthier lifestyles, coping with stress, strengthening financial responsibility, and dealing with emotional problems and psychological disorders. Each easy-to-follow chapter begins with Did You Know That...?, a series of engaging and thought-provoking questions that pique the reader's interest before they dive into the chapter. The modular format of the textbook helps students organize their study time by presenting information in manageable units and providing brief Review Questions at the end of each section to enable

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Secrets to Getting into Business School helps candidates develop the skills and mindset needed to prepare a first-class business school application. This manual contains 60 sample application essays covering all ten major types of MBA essays as well as exhibits highlighting relevant application documents: sample letters of recommendation with critiques; an interview evaluation form complete with interviewer's comments; an interview thank-you note; sample employment records and professionally formatted resumes; and extracurricular presentations showing how candidates present their awards and recognition, community service, collegiate activities, and hobbies and interests.

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In the 14th edition of this market leading title, *Psychology and the Challenges of Life: Adjustment and Growth*, authors Spencer Rathus and Jeffrey Nevid continue to reflect on the many ways in which psychology relates to the lives we live and the important roles that psychology can play in helping us adjust to the many challenges we face in our daily lives. Throughout the text, the authors explore applications of psychological concepts and principles in meeting life challenges such as managing time, developing self-identity, building and maintaining relationships, adopting healthier lifestyles, coping with stress, and dealing with emotional problems and psychological disorders. The new edition has been thoroughly updated to meet the needs and concerns of a new generation of students. It provides additional information on psychology in the digital age, social media, the current Opioid crisis, as well as offering greater coverage of matters concerning sexuality and gender, and sexual orientation.

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From an ethnological standpoint, this study contends that the construction and implementation of a gender-based literacy program that empowers adult education learners in rural or semi-rural (hybrid) areas in Algeria must consider the context of the Arabic-Islamic tradition. In her research Anne Laaredj-Campbell examines the educational situation of women in the Haut Plateau by using methods derived from the field of ethnology. The author endeavors to take a look at the literacy practices and their theoretical implications for empowering women in Algeria. To date, there are no empirical studies on adult female literacy in Algeria that focus on the cultural construction of gender and empowerment. A gender approach to education is committed to establishing reasons for the deficiencies of literacy among women.

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Written for a global audience, by an international team, the book provides practical, case-based emergency department leadership skills.

better to interview first or last: Dialogue with the Past Glenn Whitman, 2004-09-15
Oral history is a marvelous force for empowering young people with a love of history. But educators today may wonder how they might use it to inspire their students while still teaching the necessary curriculum and meeting standards. In *Dialogue with the Past* Glenn Whitman addresses these concerns from his own rich experience and that of many other teachers and students. He helps readers understand the background and methodology of oral history, guides them in creating and conducting an oral history project in the classroom, and directly addresses the issue of meeting

standards. Peppered with useful tips, examples from students and teachers, and reproducible forms, along with a comprehensive bibliography, this book will be a vital and inspirational tool for anyone working with secondary students. Visit the authors' web page

better to interview first or last: *Basic Interviewing* Michel Hersen, Vincent B. Van Hasselt, 2013-04-15 This book offers clear and direct answers to the questions most frequently asked by students and trainees learning how to talk to clients and extract critical data from them. Its development reflects the old adage that necessity is the mother of invention. For many years, the editors taught beginning level mental health clinicians. They found, however, no text to be satisfactory--including a number that they themselves were involved in producing. Some were too difficult; some were too simplistic; some were too doctrinaire; still others had missing elements. Written in a reader-friendly how-to style, the chapters in *Basic Interviewing* are not weighed down by references. Rather, each contributor suggests readings for students and instructors who wish to pursue questions further. After the initial overview chapter, there are 12 chapters addressing the nuts-and-bolts concerns of all clinicians that can be particularly vexing for neophytes. They cover a variety of issues from the most specific--like how to begin and end interviews--to the more general--like how to build rapport and identify targets for treatment. Throughout, rich clinical illustrations facilitate the pragmatic application of fundamental principles. Beginning graduate students in counseling and clinical psychology, social work, and other allied mental health fields, as well as psychiatric trainees, will find this text to be an indispensable companion.

better to interview first or last: *Gurkha* Kailash Limbu, 2015-05-21 In this Sunday Times Top Ten bestselling memoir that 'reads like a thriller', (Joanna Lumley) Colour-Sargeant Kailash Limbu shares a riveting account of his life as a Gurkha soldier-marking the first time in its two-hundred-year history that a soldier of the Brigade of Gurkhas has been given permission to tell his story in his own words. In the summer of 2006, Colour-Sargeant Kailash Limbu's platoon was sent to relieve and occupy a police compound in the town of Now Zad in Helmand. He was told to prepare for a forty-eight hour operation. In the end, he and his men were under siege for thirty-one days - one of the longest such sieges in the whole of the Afghan campaign. Kailash Limbu recalls the terrifying and exciting details of those thirty-one days - in which they killed an estimated one hundred Taliban fighters - and intersperses them with the story of his own life as a villager from the Himalayas. He grew up in a place without roads or electricity and didn't see a car until he was fifteen. Kailash's descriptions of Gurkha training and rituals - including how to use the lethal Kukri knife - are eye-opening and fascinating. They combine with the story of his time in Helmand to create a unique account of one man's life as a Gurkha. 'I was completely bowled over by Kailash's book and read it with a beating heart and dry mouth. I felt as though I was at his side, hearing the shells and bullets, enjoying the jokes and listening in the scary dead of night. The skill with which he has included his childhood and training is immense, always discovered with ease in the narrative: it actually felt as though I was watching, was IN a film with him. It brought me nearer than I have ever been not only to the mind of the universal soldier but to a hill boy of Nepal and a hugely impressive Gurkha. I raced through it and couldn't put it down: it reads like a thriller. If you want to know anything about the Gurkhas, read this book, and be prepared for a thrilling and dangerous trip' Joanna Lumley

better to interview first or last: *Hearings Before Subcommittee of House Committee on Appropriations* United States. Congress. House. Committee on Appropriations, 1955

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of society, and this study will be of interest to practitioners who wish to become qualitative researchers, for students in qualitative methods courses, and for middle and high school guidance sources including teachers and parents who want to better understand adolescents' concerns. And it is a book for adolescents themselves who, in reading what their peers are saying, can reflect on their own sense of where they are currently and in which direction they want to go.

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