



## The selection interview

For this exercise, select three characteristics of the applicant that you will try to assess during the selection interview with a prospective PhD student. Note these in the matrix below.

Keep the introduction of the interview very short and focus on finding out about the relevant characteristics. Of course, you may also ask about other relevant topics but assume that you already know that this applicant has a very good Grade Point Average and has written a very good Master thesis.

After the interview, first note your impression in the matrix below before sharing it with the whole group.

Characteristic 1: .....	very good / good / adequate / not good enough
Characteristic 2 .....	very good / good / adequate / not good enough
Characteristic 3 .....	very good / good / adequate / not good enough
Other specific qualities (or lack of qualities) you may have noted:	..... ..... ..... .....
Would you hire this applicant?	certainly / probably / I doubt it / certainly not