

LA ENTREVISTA

¿Qué es una entrevista?

Es un proceso de comunicación entre dos personas (entrevistador y entrevistado), supone una correspondencia mutua entre ambas partes, y consiste en palabras, gestos, posturas, y otros conectores. Cuyo objetivo es obtener información encaminada a tomar una decisión de reclutamiento y selección para la colocación benéfica, tanto para el entrevistador como para el candidato.

La entrevista es considerada como una herramienta universal para el proceso de reclutamiento y selección de personal. La mayoría de las instituciones utilizan en un 99% la entrevista para evaluar a los candidatos.

Las condiciones adecuadas para su realización es dentro de un ambiente de confianza y respeto (empatía). El entrevistador es quien conduce la entrevista, dentro de un marco de confiabilidad para descubrir las competencias y cualidades que distinguen a una persona. Aceptando que todas las personas tenemos fortalezas y áreas de oportunidad.

Lo que distingue a un entrevistador profesional es su habilidad para indagar mas allá de la primera respuesta del candidato a una pregunta.

Lo esencial al comenzar una entrevista es tener totalmente la claridad del perfil del puesto o vacante anunciada en la bolsa de trabajo.

Durante el proceso de reclutamiento y selección hacemos uso de un tipo de entrevista que se adapta y es de gran utilidad en la Bolsa de colocación del SNEGRO:

- 🚩 **Entrevista Inicial:** Pre-entrevista, tiene como propósito evaluar si el candidato cumple con los requisitos básicos para iniciar el proceso de reclutamiento, selección y colocación laboral. Es muy corta, durra 30 minutos, para verificar el perfil del candidato.

Para realizar una entrevista con éxito, se requiere de conocimientos y habilidades por parte del entrevistador, además de aplicar el tipo de Entrevista mas adecuada, según la finalidad que se pretenda alcanzar. De acuerdo a la función de la conducción de la entrevista existen los siguientes tipos:

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**Sergio Aranda, Centro de Desarrollo
Industrial del Ecuador**



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