**ANIMAL CARE CLINIC GROUP INTERVIEW**

Try to have at least 15 candidates present (invite people who fail paper screen!)

As they enter:

* Make a name tag out of crayons, colored pens and colorful 3x5 cards
* Uniquely describe you
* You will have 30-45 seconds to explain why you decorated the way you did – this will be your only chance to talk about yourself tonight

Throughout evening

* As many current team members as possible present
* They take notes on everyone – who do you like and who rubs you the wrong way – WHY?
* If candidate numbers are low, we will have some current team members join them to make better teams for games

Once Everyone Arrived & most name tags done

1. Welcome & overview of evening
2. Describe business – what we do and our culture (who we are)
3. Describe job we are hiring for – specifically, with all the downsides & upsides (not $)
4. Set up teams (we have them move from current positions by choosing a table based on the stuffed animal sitting on the table)
5. Review name tags – we use a timer and cut them off. 30 seconds is usually plenty
6. Competitive games – we tell them there will be a prize
	1. These can be anything that will allow teams to have to decide as a group on answers and let them earn points
	2. Top 10 questions are great – 10 largest countries in the world by land mass or by population, 10 most popular dog breeds. You can find these all over the internet
	3. One should be a little physical – we have them build a tower out of various office supplies – tallest tower wins
	4. For our last game we have every team give up a team member to the team next to them (interesting to see who moves and how the new person is welcomed)
	5. Last game is near impossible & hard to see if you are making progress – want to see who disengages when it is really hard. We use a tanagram.
7. Tour of the hospital – we break into groups and have a leader & a caboose – really cool stuff is heard by the caboose!
8. Wine & cheese reception – finish taking quizzes, filling out job applications and a chance to chat with us before you go home.