

Interviews: **How to attract top-notch talent**

Emphasize growth opportunities

Outline a clear path for growth and advancement, Millennials place greater importance on professional development and other tools for advancement than past generations.

Focus on flexibility and work-life balance

Millennials are a highly tech-savvy generation. If there are opportunities to have flex time or to work from home, these are important to mention when interviewing millennials.

Social impact

Students are more apt to accept a job that has social, environmental, corporate or community responsibilities.

Example questions for cultural fit:

1. How do you like to work—alone, or in a small group?
2. What role do you hope to have in five years?
3. Is there a charity that you volunteer for or support? What about this organization appeals to you?
4. What appeals to you about working here?
5. What kind of relationship do you want to have with your co-workers?
6. How do you like to be managed?
7. What are the most important things to you when choosing a work culture?