



WALK-IN INTERVIEWS

The best leaders are building bench strength, and constantly seeking to develop current team members and add high performers to their teams.

Walk-in interview times allows more flexibility to hiring managers and applicants to go through the application and interview process. This type of interviewing can reduce the hiring time and is valuable way for stores to attract talent and build their talent pool even if they aren't in need of new team members.

"Welcome to Rally House! We're glad you came in today. We're currently conducting walk-in interviews, so if you or anyone you know is interested in a work opportunity, we'd love to chat with you."

"Thank you for coming in, did you fill out an application? If not, then we will have you complete that process first."

INTERVIEW QUESTIONS

- Why did you choose to apply at Rally House?
- What is your work availability?
- What is a skillset you are going to bring to our team that you are excited about?

"Thank you for your time and application, we keep all applications on hand and will follow back up with you if we decide to advance you through the hiring process."

Party Host

Greet customers and create awareness during walk-in interview times

*Remind your team that it is walk-in interview day and to be ready to greet applicants and direct them to complete an application if they haven't done so already.

01

Welcome the Applicants & Apply

When walk-in applicants come into the store, they should first fill out an application on a store or personal device by going to rallyhouse.com/careers and finding the position.

02

Pre-screen the Applicant

Use the Walk-in Interview questions for quick on the spot interviewing.

Complete the interview near the manager work station so that you can make notes in the moment in their Paycom profile.

03

Wrapping Up the Interview

After the interview, determine if you would like to immediately offer a position or wait for further consideration.

04

Next Steps

If the applicant was not hired on the spot, the Store Manager can follow up with a second interview, discuss with the Store Manager team, or deny the applicant through the Applicant Tracking System.

05



Tip:

Want to increase your Walk-in Interview candidate flow?

Ask team members to share the event on their favorite social media platform!