

Case study 1

Sarah is a graduate with a business degree who applies for a job in your organization. Her CV is excellent and seems to fit perfectly with your requirements. However, you've noticed a gap in her timeline that isn't accounted for (which happens regularly in the current economic climate). You decide to call her for interview anyway and to explore it further then. The interview is progressing well, with good answers, and all the right signals. But as you are working through her CV in the interview, you ask her about the time in college that seems longer than standard. Her reaction is clearly one of discomfort and anxiety and she stumbles through an answer which leaves you and the rest of the panel also uncomfortable. Eventually she says that she had to take some time out due to depression. What do you do next?