# Practice Interview Event
## *Oct 6- 13, 2025*

50 Million Voices aims to create a world where everyone who stutters can enjoy a fulfilling working life and where more organisations benefit from the talents and skills of people who stutter.

However, interviews are particularly stressful for people who stutter due to the expectation of needing to communicate fluently in time-pressured situations, where so much can hang on the outcome. This is compounded by most interviewers having little experience of candidates who stutter or of getting the best from them.

After the success of our pilot Practice Interview event held in October 2020, this was our 8th consecutive event with each event being more diverse and covering a bigger geographical reach.

**Who took part?**

The event involved over 100 people (including interviewees and interviewers, organisers, speakers) from over 25 countries spanning 5 continents, it was truly a global effort. The new countries which participated in the event the first time are: The Gambia, Gibraltar, Latvia, Austria, Singapore, Finland and Brazil.

Please see note 1 for the names of our core team.

Valuable data points:

- ✓ A total of 50 Interviewees – all of whom stutter, participated in the event and all received at least 1 free practice interview along with advice on their CV. Some participants received 2 practice interviews and/or a panel practice interview.
- ✓ Out of 50 interviewees, 6 were female and 44 were male. This is a ratio of 12:88 and compares with the generally accepted female to male split amongst adults who stutter of 20:80

✔ A total of 55 Interviewers participated in the program. Out of 55, 21 interviewers have a stutter and 34 do not have a stutter. We are proud to have more allies from new employers such as AIG, Serco, Aviva.

✔ A total of 72 practice interviews took place during the event. These were comprised of 63 one-to-one interviews and 9 two-to-one panel interviews. Taking each interview as a learning experience for each interviewee and interviewer involved, these 61 interviews provided 153 experiential learning experiences for the participants.

✔ Our organising team, speakers and panellists comprised 6 people who stutter and 1 ally who do not stutter.

## The programme included:

✔ To help prepare for their interviews and to maximise quality, all participants attended a mandatory 90-minute educational briefing on stuttering in the workplace and on interviewing people who stutter.

✔ A very well received session on 'Exploring the impact of AI (Artificial Intelligence) in the workplace for people who stutter' with Dr. Hope Gerlach-Houck, an associate professor from Western Michigan University, as our guest speaker. She also serves on the leadership team at HeardAI. This session was attended by 48 people including guests

✔ All interviewees had the option of receiving feedback and guidance on their CVs from their interviewees.

✔ In addition to their interviewing learning experiences, all interviewees and interviewers received 1-1 feedback from their interview partners, plus 1-2 feedback for their panel interviews as well.

✔ Keen to maximise their learning and development, most participants attended a closing 60-minute group feedback session where they shared experiences and ideas.

## Feedback received:

✔ 100% of the participants who have given the feedback found the event 'valuable', with 96% finding it 'very' or 'extremely' valuable

✔ 89% of interviewees now feel more confident about their next interview as a PWS (person who stutters) with the remaining 11% feeling just as confident as before

✔ Similarly, 82% of interviewers also feel more confident about their next interview with a PWS (the remaining 18% feel just as confident as before)

✔ Several highly encouraging comments from interviewees and interviewers are given in the two appendices.

## Conclusion

✔ The event provided a high-quality interview and learning experience which benefitted over 100 interviewees, interviewers and organising members involved.

✔ 71 people who stutter benefitted directly as interviewees (50) or interviewers (21).

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✓ 34 allies benefitted directly as interviewers.

Finally, we are very grateful to all the interviewers and interviewees for their time, skill and generosity in making this experience happen.

Further we are also very grateful to our funders and paying employers without whom this event would not have taken place.

## Invitation

If you are interested in participating in future Practice Interview events, we would be delighted to hear from you. Please contact us at info@50millionvoices.org or visit our website at *www.50millionvoices.org*

*50 Million Voices Trustees – October 2025*

***Notes***

1. The 50 Million Voices Practice Interview core team:
   Chris Gemmell, Elias Apreko, Iain Wilkie, Iman Sheperia, Shilpa Sagwal and Helen Carpenter. Please note that Chris and Iain are also included in the interviewer numbers.

2. The session on 'Exploring the impact of AI (Artificial Intelligence) in the workplace for people who stutter' was chaired by Iain Wilkie with Dr. Hope Gerlach-Houck as our guest speaker.

3. 50 Million Voices is a community of leaders who stutter from 15 countries and 6 continents. We work with allies and employers to transform the world of work for the 50 million adults globally who stutter.

4. We are registered by the Charity Commission for England and Wales. Charity number: 1189541. Our trustees are: Iain Wilkie (chair), Helen Carpenter, Chris Gemmell, Elias Apreko and Andrew Janes.

5. To help enable our practice interview events to continue, please donate through here https://www.50millionvoices.org/donate/

6. For further information, please visit www.50millionvoices.org, or connect with us through LinkedIn: 50 Million Voices, Instagram: @50millionvoices, Facebook: 50 Million Voices, Bluesky: 50 Million Voices.

# Appendix 1 – Interviewee Feedback

As someone who has been struggling with my speech for the past few months, 50 Million Voices is the single most powerful tool I've found to improve my interviewing skills. This year, I tried to incorporate some skills and strategies I've learned from my speech therapist into the program which showcased the capacity for these two to work in a complementary way. Thank you for running an amazing Practice interview event once again

**Interviewees**

The event gave me the opportunity to connect with different people with different experience, it gave me confidence and sense of belonging and supportive environment where every voice need to be heard

The highlight of the event for me was meeting an interviewer from a different country, and being able to be open about my stutter during the interview

Mock interview provided me a safe space to practice, and receive constructive feedback which can significantly increase chances of success at actual interview

What I cherish the most are: Practice performing in an interview setting, opportunity for genuine feedback on handling my stammer in those situations, advice on how to prepare and what adjustments I could ask for

I realised that what I have to say is important and I am enough in terms of how I communicate.

# Appendix 2 – Interviewer Feedback

## Interviewers

I'll know what is helpful for communication and what isn't and how to talk to others without falling into the trap of microaggressions or condescending to those who speak differently.

As someone who interviews frequently I found the practice interview event really educational, and potentially removed some unconscious bias that I might have previously had

This is my third year participating as an interviewer. Each year I learn more tools and how to be a better listener

The best, most impactful meetings I had that week were my interactions with the people from 50MV

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I am impatient/fast speaker so I actually found this made me more present and patient.

I found the AI presentation enlightening. It's amazing to see how technology/AI can be utilized in so many capacities