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Preparing for virtual interviews

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Before the interview

Technical needs

Students are encouraged to learn more about what video interviewing platforms may be used by employers. If an employer has indicated a video interview will be part of the hiring process, it's not unreasonable to request instruction on the format of the video interview. For example: will questions be in text or video? Will you have multiple attempts to record answers before submitting?

Practice

Due to the increasing pervasiveness of video interviewing, it's highly likely you'll need to develop this skill. Your first video interview should NOT be the first time you encounter this experience. If you're unable to find a formalized platform like [Video Bio](#), talk to Career Services about what other software might be available.

Cognitive assessments

How are recruiters evaluating your video interview? There are metrics that employers can program software to look for depending on the position. An assessment can be programmed to match keywords, concepts, tones, technical ability, leadership skills, interpersonal skills, etc. These results then generate scorecards that indicate scores that match employers' job descriptions.

Research the job and the bigger picture

Understand the role and the specific qualifications listed in the job description. What kind of candidate are they looking for? Focus on understanding the organization and industry – what are the organization's culture, vision, mission, and values? Are there current trends or newsworthy items that you can prepare yourself with that reflect a deeper connection to the job you're applying for?

During the interview

Visual presentation

Some key things to remember:

- Make sure your device is at eye level.
- Lighting: should be facing you – not behind you.
- Background: no personal items including photos or identifiable “home” rooms (kitchen, bedroom, bathroom) should be in view.
- Background noise: There should not be music, construction, pets, or people other than you audible.
- Clothing: you should wear what you would wear to an in-person interview.

Video interviews can take many forms and are not always a live interactive virtual setting and need to be prepared for as such. Why?

1. Videos also happen at the application stage.
2. Videos can be one-way recordings.

After the interview

- Thank the interviewer(s) with a smile and be sure to maintain eye contact.
- Afterward, write down all the questions and answers from the interview that you can remember.
- In a few hours, reflect on these questions and answers and consider how to improve in the future.
- Send a follow-up thank you to interviewers within 24 hours.

The S.T.A.R. method

As you answer the questions, use the S.T.A.R. method to keep you on track, especially when you are answering behavioural questions. Articulate the situation of your experience, task of the challenge or expectation, action(s) that you took to solve it and the result of what you accomplished.

Stages of the video interview

Video interviews will vary in delivery styles from organization to organization so identifying stages of an interview is difficult. Research is critical to your success.

Some organizations may ask candidates to create a video bio that can be banked and evaluated as part of the application process before an interview, whereas others may jump from a traditional resume to following up with a video interview.

In either case, understand the purpose of your video.