

ONE-WAY VIDEO INTERVIEW TIPS

One-way video interviews are increasingly being used by employers as a preliminary step in selecting candidates. Applicants respond to pre-recorded video questions, submitting their 45- to 90-second responses after one take. Here are some tips to help you ace this type of video interview.

Before the interview

Make a note of the deadline to submit the interview, and prepare to answer questions.

- + Research what the company does
- + Prepare for frequently-asked questions (check out our resource for examples)
- + Think of examples of things you've done to illustrate your answers. These can be from university, your work experiences or even your hobbies. If possible, try to use a different example of each question. This is particularly important for strength-based interviews.

Set up early

- + Find a space where you won't be interrupted
- + Make sure that you have a neutral background and good lighting
- + Check your sound and video
- + Practice! Use a mirror or your webcam to run through some questions
- + Use post-it notes on your monitor or near the camera to remind you of key points (e.g., Smile!) or of examples to use
- + You can find other useful tips here (from FDM Group), as well as practice interview questions (My Interview Practice)

During the interview

- + Be professional, dress professionally and keep your non-verbal cues on point
- + Make sure that your answers are relevant to the company
- + Speak clearly and confidently, keep your tone light and friendly, and be positive and honest
- + Keep your answers concise and focused
- + Try to use the allotted time by using relevant examples to illustrate your answers and by answering questions fully

After the interview

- + Reflect on the interview -- what did you do well? Would you do anything differently next time?
- + Send a thank-you email or note (BalanceCareers)

Useful videos

- + How to do video interviews (HireVue)
- + Video job interview do's and don'ts (Workopolis)