

**MAXIMUS®**

**VIDEO  
INTERVIEW**



# Types of Collaborations

The interviews you encounter most often



# Video Interview

A video interview is an increasingly popular selection tool among recruiters/employers, especially in this historical period in which the pandemic emergency requires limiting contacts and travel.



# Advantages and Disadvantages



- Speeds up the selection process, **saves time**
- Allows you to talk to people who cannot physically get to the office
- **In times of emergency such as Covid-19**, it reduces the risks of travel and direct contact and still allows you to look at each other without the limitation of having to wear a mask
- Allows you to see how comfortable candidates are **with the technology**
- Makes candidates more comfortable, avoiding the stress of travel



- **Technical issues** can impact interview quality
- Some people **may not feel comfortable** with **technological tools**
- This is an actual job interview: both the candidate and the person in the room with him/her must be aware of it
- **Time is very limited**; you need to know how to use the 30 or 40 minutes efficiently

# HOW DO YOU APPROACH A VIDEO INTERVIEW?



# Become familiar with the technology



Be prepared for your interview: **check your internet connection** and your PC's audio/video settings. If possible, use earphones to improve sound quality and isolate background noise.



If possible, do a **tech rehearsal** with a friend or family member to make sure everything is working to avoid stressing about it on the interview day.



If you use a mobile device, be careful to place the device vertically. Try to place your device, be it a PC or a smartphone, **on a fixed and stable stand** to avoid an annoying ripple effect.

## CHOOSE A SUITABLE ENVIRONMENT WHERE YOU FEEL COMFORTABLE

- Choose a **suitable environment** for an interview: well-lit, with a neutral background and no disturbing elements
- Silence your cell phone, just as you would for an in-person interview.



# PREPARE YOURSELF

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**Prepare your pitch:** How will you introduce yourself? Why do you want to work for that company? Which of your skills would be useful for that role?

**Prepare carefully:** this is an interview like in-person interviews, so dress and present yourself appropriately.





# THE DAY OF THE INTERVIEW

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**Be on time.**

During the interview, **maintain eye contact** by looking into the camera.

**Don't use your device for other things while you're interviewing;** the recruiter will notice, and you won't make a good impression.



MAXIMUS®

Q&A

