

As a young professional, you'll need to know how to shine in this format. Remote work is constantly on the rise, and since the rise of Covid-19, the video interview format has become even more popular. Although you may be totally comfortable talking to friends and family via video, video interviews are different, and they require just as much preparation as an in-person interview. There's always room to sharpen your skills, so check out the tips below!

Live vs. On-demand Video Interview Formats

There are two basic video interview formats:

1 **The Live interviews format** takes place in real-time via Zoom, Skype, Google Hangouts or another platform. The manager will send you a link with instructions in advance. Make sure you have a professional username.

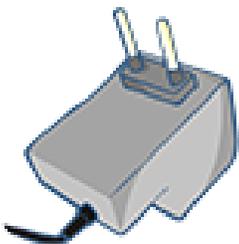


2 **With the on-demand interview format**, you'll pre-record your answers through an online video form. This format gives you a lot of control over what's submitted, as you can often record more than once. Make the most of the time allowed and submit outstanding answers!



Prepare for Success

Get the Right Tech!



Webcam: Most in-built computer cameras leave something to be desired in terms of image quality. Consider buying a quality webcam.

Audio: A crisp, clear voice contributes to the manager's overall impression of you, so you may also wish to purchase a headset in order to better control what the hiring manager hears.

Test, test, test: Always double check which platform your interviewer wants to meet on and test every element of your tech setup well in advance of your interview.

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Practice Makes Perfect

In the weeks before your interview, practice speaking aloud about your professional self. Don't memorize your responses, but do have clear talking points. Practice telling career stories off the cuff, highlighting relevant skills. If you have friends or family who can help by role-playing as the interviewer, take advantage of that.

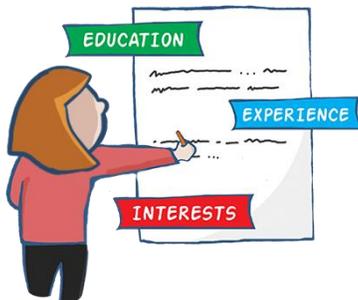
Look the Part

Your appearance, body language and presentation all contribute to the first impression you'll make, so take the time to plan.

- Wear sleek, plain clothes, avoiding loud patterns and distracting colors.
- Make sure your hair is neatly styled and any makeup is toned down.
- The interviewer should see a clean, bright environment with no clutter or mess.
- You should be well-lit, with your main light source in front of you instead of behind.
- Set up your webcam in front of a static background, like a bookshelf or plain wall, as opposed to a window, mirror or door.
- Remove any pets and let housemates know you're on a professional call.



Stay Short and Upbeat



Consider the fact that your interviewer is likely meeting a large number of candidates via video. Keep your answers engaging and short. Avoid long-winded answers. Your interviewer will appreciate your ability to get to the point quickly, and you'll benefit from having their complete attention. Avoid speaking in a monotone; keep the interviewer interested!



Notes



- Consider placing a short, bulleted list of key ideas near your computer, but use them sparingly.
- Notes might be reminders about specific experiences you want to share, skills you want to highlight, or questions you want to ask about the position or company.
- Have your CV and cover letter at the ready in case the recruiter wants to discuss them with you.

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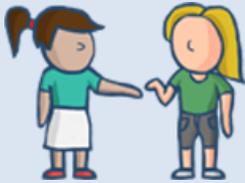
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On Stage During the Video Interview



Maintain Good Eye Contact!

This can be more complicated than it sounds when you're communicating via webcam. On video, this means looking directly into the webcam rather than at the person who is interviewing you. Place the video interview window as close to your computer's webcam as possible, so that you can look at your interviewer while maintaining the illusion of eye contact. If possible, take off glasses to avoid glare and make a better connection.



Be Aware of Body Language

Avoid fidgeting, shifting in your seat, and moving back and forth towards the camera. Likewise, don't stay absolutely still, as this can look a bit creepy! Try to be natural, but not overactive. Nod when listening to a question, and be animated and engaged when answering questions.



Show Your Personality

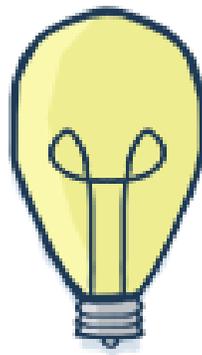
A video interview is your chance to shine. Your potential employer has already seen your written application, and now wants to know more, so don't simply regurgitate your CV. They want to see your enthusiasm, uniqueness and eagerness to join their company. Have your career stories ready, know your skill set and supporting anecdotes - and be prepared to improvise.

Bonus Tips

Turn off all non-essential apps

Mute notification sounds on your laptop
and all nearby devices

If you or the interviewer have issues with tech, stay calm
and, if necessary, update the interviewer via email that
you're fixing the issue and will be online shortly.



If you need to cough or sneeze,
move away from the microphone,
or cover your headset mic.

Have a glass of water nearby in case you
get a dry mouth.

Don't be tempted to take notes on your device. Have a
paper and pen handy in case there is info to jot down.

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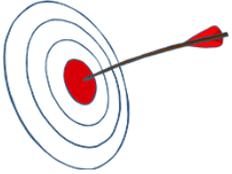
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Create a Video Interview in Advance

Want to make a strong first impression on an employer who hasn't yet invited you to interview? Why not record a video of yourself answering some top interview questions? Be professional, but upbeat. Use a video editing program to incorporate titles and make your video look sleek, and load to YouTube using "private" or "unlisted" options. A short intro video is also a great way to introduce yourself to a new team after hiring.



1. Tell us about yourself: your major, your extracurriculars, your driving passions.

2. Why are you interested in this position? Prove that you've researched the company.

3. What are your key strengths?

4. What are your weaknesses (and how do you mitigate them)?

5. Why should we hire you? Describe what makes you a particularly good fit.

6. What relevant experience do you have?

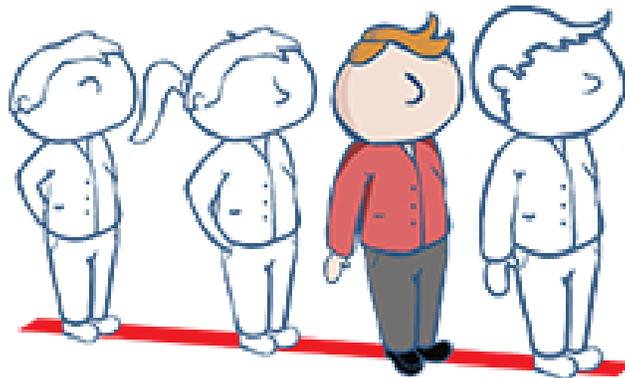
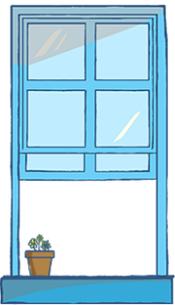
7. What are your career expectations for an internship role?

8. How would faculty or previous managers describe you?

9. What accomplishments are you most proud of? Choose one and elaborate, or list three succinctly.

10. Where do you see yourself five years from now, in professional terms?

11. Why did you choose your major and what do you like most about it?



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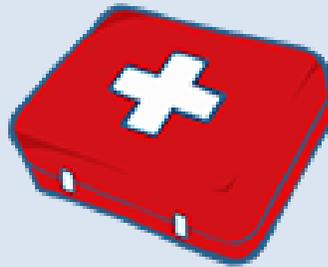
New Video Questions During Covid-19

A favorite prompt for hiring managers has always been “Tell me about yourself.” This catch-all question is an opportunity for candidates to give a high-level description of their professional selves. But as Covid-19 presents new challenges for businesses, managers are expanding the range of their interview questions to explore tougher issues. Consider the questions below, and how you would respond.

1

The world of school and work has changed. How have you adapted?

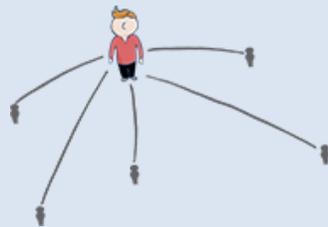
This is a chance to showcase your resilience. What solutions have you found to help you remain active and productive during lockdown? Be specific with your examples.



2

How do you deal with ambiguity?

Managers want to know that you can handle uncertainty while remaining confident and productive. Discuss times when you had to make challenging decisions or remain productive despite uncertain outcomes.



3

How have you been spending your time during the Covid-19 pandemic?

This isn't the time to talk about Netflix and potato chips! Think of how you've taken initiative and been proactive during Covid-19. Have you undertaken projects or responsibilities? Highlight your experiences in terms of specific professional skills.

4

Are you an independent worker?

Many positions are now partially or fully remote, and a manager needs to know that you have the self-discipline to stay motivated and on-schedule without supervision. Discuss examples of independent work and thinking, where you were required to meet deadlines and deliver results independently.

The questions above are examples of prompts you may be given in a video interview, which will allow you to demonstrate your positive attitude in the face of adversity.

Keep In Mind: This is the Future!



The future of work is remote!

More and more, employees will need to be comfortable and confident communicating professionally via virtual platforms. During a video interview, your hiring manager is not only evaluating your skills and experience - they're also evaluating your online work persona, so give it your best shot!

We wish you good luck!

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