

Dos & Don'ts of Video Interviews

As video interviews are becoming the new normal amidst the COVID-19 pandemic, 180one wants to help you maintain your professionalism and make the most of your resources.

Do:

Dress Appropriately

Always treat video interviews as if they are in-person and dress the same way you would if you were going to meet in person. You always want to represent yourself as a professional.

Have a Professional Background

Be intentional about the location of your video interview. It will set an unprofessional tone if you have a distracting background or if you take the call from, say, your bedroom. All the candidate can see is you and what is directly behind you, so keep it simple and professional, and make an effort to be in the right location. Place the device so that the video captures at least your shoulders and head.

Test Out the Video & Audio Platform

Familiarize yourself with the platform being used for the call and make sure the video and audio on your computer are working properly. If there's anything you need to download or install, do that in advance so you do not show up late or experience any technical difficulties that could have been avoided with the proper preparation.

Find a Strong Internet Connection

You might have great questions and the candidate might have great answers, but if your internet is constantly cutting out, you are both going to be frustrated trying to communicate with a spotty connection. If your Internet isn't great at home, check out this list of places that offer free wifi.

Have Access to Dial-In Information

We recommend that you use the computer's audio vs. dialing in with your phone, but in case the computer's audio portion isn't performing with reliability, have quick access to the dial-in number to minimize any delay.

Don't:

Take the Call in a Loud Setting

You will not be able to fully and accurately represent yourself and your company if there is a lot of background noise while you are speaking. Make sure you are in a quiet setting with no distracting noises. You want to be the focus of the candidate's attention.

Move Around Too Much

Make sure your computer or mobile device is on a steady surface so that the video remains still. Additionally, try your best not to fidget and move your body around in a manner that would cause any distractions.

Have Other People in Sight

When conducting an interview, make sure nobody else is around or behind you. It is unprofessional and distracting if your significant other, kids or pets come on the screen. This interview should be between you and the candidate