

# Why We Use Video Interviews

## **Interview more people in less time**

Video interviews allow us to be more efficient with our time which enables us to expand the pool of candidates we can interview for the position. Candidates that might not have advanced in our old hiring process are now able to get in front of our managers.

## **Improve collaboration with our decision makers**

By sharing video interviews with decision makers in our hiring process, the decision on whether or not a candidate makes it to the next step isn't dependent upon a single person's assessment.

## **Eliminate scheduling challenges**

Multiple days can be lost when trying to find a time to connect early in the hiring process. Since you can do a one-way video interview at any time, we don't need to worry about slowing down progress by requiring our calendars to align perfectly.

## **Standardize the interview experience**

Every candidate that makes it to the video interviewing round of our hiring process is presented with the exact same questions. This puts everyone on a level playing field so you get the same experience as other candidates. It also keeps our evaluation consistent from candidate to candidate.

## How Video Interviewing Benefits You

### **Gets you in front of our hiring managers**

Our hiring managers are the ones that participate in final round interviews with candidates. Ultimately, they are the people that make the hiring decisions. Video interviews give you the chance to get in front of and impress hiring managers earlier in the process because we share your submission with them and ask for their direct feedback.

### **Speeds up the hiring process**

By eliminating scheduling conflicts and allowing us to complete more interviews faster, video interviews not only speed up the process for us, but also for you. We understand that you don't want to go through a lengthy hiring process so we use video interviews to significantly cut down on the time from your initial application to our hiring decisions.

### **Showcases more than just your resume**

Candidates like you have a story to tell. We use the video interview to make sure our team gets to know the real you vs. just reading a piece of paper. A report on video statistics found that people retain 95% of a message when they watch it in a video compared to 10% when reading it in text. The video interview gives you a platform to further discuss your background and expand on key aspects of your work experience that make you a great fit for the position. Remember, this isn't a replacement for the in-person interview, but it does help us learn a lot more about you earlier in our process.

## **Have questions?**

We partner with a company called Spark Hire and they have a 24x7 technical support team which is dedicated to helping you with any questions you have or issues you run into.

Contact Spark Hire's support team at [support@sparkhire.com](mailto:support@sparkhire.com).

We know this might be a new experience for you, but take a deep breath, relax, and have fun with it. You're going to do great!