

## Easy Tips to Perfect Video Interviews

It's important we continue to work to provide our service to our customers, who we put at the heart of everything we do, so for that reason most of our recruitment activity will continue during the Covid crisis but we're having to be creative and find alternative ways to do our assessment and selection activities.

Like many other organisation we are utilising a digitalised recruitment methods not just for video interviews but for digital registration and on boarding too.

We don't need to have video interviewing technology, there are plenty of free platforms available like WhatsApp, Microsoft Teams or Skype. So will we work with candidates to find a suitable way to utilise what works for us both best. With this in mind, we thought it might be a good idea to put together some useful tips on how to perfect video interviewing methods.

1. **Dressing Professionally** - dress the same way you would if you were going to a face-to-face interview. The need to impress doesn't change because it's not in person.
2. **Wear Dark Colours** - consider how your clothes will show up on camera. Generally, dark colours are best for this, avoiding busy patterns and stripes.
3. **Consider Your Background** - try to find an interview space with a blank or neutral background. Cluttered backgrounds can often be distracting, so don't forget about the washing you might have hanging up to dry!
4. **Have A Natural Conversation** - the conversation should be no different to as if you were in person. To avoid disrupting the natural flow, restrict yourself from reading from notes as it's something you wouldn't do in a normal interview setting.
5. **Prevent Technical Issues** - don't let your interview get off to a bad start due to a technical issue. Run some tests before your interview checking things like connection strength, sound and camera angle.
6. **Prepare As You Would A Face To Face Interview** - when we have an interview, any organised candidate will have done preparation beforehand, and a digital interview should be no different. Research the company, the market and prepare for any questions that you may be asked.
7. **Ask Questions** - have some questions ready for the end of the interview and make sure you get clarity on what the next steps are before you finish.
8. **Don't Get Distracted** - it's easy to forget you're on camera. Don't get distracted by the things around you so, like you would a normal interview before you start close all distracting applications and turn off loud notifications.
9. **Smile** - you want to make a good impression, so keep eye contact and smile!