



Video Interview Tips

What to Do!

Do some practice recordings to check your background.

Interviewers know you are probably doing this at home, so don't worry too much about having personal belongings in the background. But make sure you know *what is in* your background, and determine if it suggests the right messaging and brand you want to communicate. If you can, try to minimize the number of belongings you have in the background. That way, the interviewer can be more focused on their primary subject—you!

Check and double-check your microphone.

Video interview software should prompt you for this, and make it easy to know if the sound is working, but you should at least record yourself once and listen to the audio to see if it sounds clear.

Dress the same way you would for an onsite interview.

Hopefully this is a no brainer—you're going to be on camera! You should take your wardrobe as seriously as you would for an onsite interview. Also, keep this in mind—should you need to get up or walk away for a quick second during the interview, you don't want the interviewer to see you in a dress shirt and . . . pajama bottoms. Dress the interview part from top to bottom.

Make sure you have good energy.

You might want to set up your camera or laptop in a way that allows you to stand up. Make sure you smile, and are positive and optimistic. People conducting the interview want to see your passion and interest. If you are like me and have a face that shows you are deep in thought, practice responding to questions while smiling and showing interest.

Figure out the way you'll start and stop each response.

Don't start with a long "uuuuuuuum," and don't end with "well, yeah, I guess that's it." Script some response introductions and conclusions and practice them so that they sound natural.

Answer each question directly.

Make sure you are really addressing each question they ask, so they aren't left thinking, "Um, he didn't even answer the question, she just rambled on."



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What Not to Do!

Don't forget to check your appearance.

Check your hair, teeth, and any other visual for proper presentation, pre-interview. You don't want to be remembered for your bedhead, or the thing in your teeth that you could have flossed out.

Don't lose focus.

Don't look down or off in another direction at a scripted answer you have on paper. In fact, don't put any answers down on paper, or on a cue card! Just because this is a video interview doesn't mean you get to cheat. Think of the video interview as *the exact same thing* as an onsite interview—the only difference is that you're not actually sitting in a company's HR room.

Don't forget to research common interview questions.

Research some of the most common interview questions you can expect in an interview, and formulate responses to them. Also don't forget to research common interview questions for your particular industry. And have questions ready to ask your interviewer, too! Research the company and of course, the role, and have questions prepped to ask on both fronts.

Don't forget to follow-up!

Just because you're doing a slightly unconventional interview doesn't mean you're off the hook with the follow-up. Send the interviewers emails thanking them for the opportunity, and maybe even including a thought about something that came up post-interview.