

Video Interviews

Pre-recorded video interviews, also known as one-way or asynchronous interviews, are interviews where only you are present. Invitations to a pre-recorded video interview are typically extended by a recruiter after they have reviewed your application materials. In this format, interview questions are presented in a text or video format through a video interview portal such as HireVue (amongst others), after which you will record your responses and submit them to the recruiter. While this structure is different from other interviews where you speak directly to the interviewer, the steps you can take to prepare for these interviews are similar. It will be helpful to research the organization's work and mission, re-read your application documents and the job description, do a technology and environment check, and dress professionally (see Career Conversations Corner piece from 7-7-21 for more detail).

How should I prepare my answers?

The interview questions you are expected to answer will be given to you in the virtual interview platform during the interview itself. You will therefore not know beforehand what will be asked of you before logging in. You should prepare for a video interview the same way you would a live interview where you are directly speaking to the interviewer. Think of some common questions that are asked in interviews such as “why this organization,” “why this position,” and how your previous experience has prepared you for this position. Check out our [interviewing guide](#) which includes common interview questions.

While prep time is usually allotted between the question being asked and the time you have to record your response, preparing responses beforehand will allow you to be ready with some key stories to pull responses from and main points you'd like to get across in the interview. This will also help you provide solid detailed responses that are focused on your experience and interests and how they tie in with this position and the work of the organization or team. Virtual interviewing platforms will often allow you to re-record your answer a couple of times should you not be happy with your first recording. However, be conscious of not rerecording too many times, or memorizing your responses as they could come off as sounding overly-rehearsed. Additionally, make sure to record your responses in a quiet space that is clean and organized. Try to avoid areas where there are noise or visual distractions in the background so that the recruiter reviewing your responses can focus on you and your experience.

How much time will I have to record my interview?

The time you have to complete your interview will be set by the recruiter when they reach out. The turnaround date is typically rather quick (one day to a few days is most common) so starting your preparation as soon as possible will be beneficial. It is ideal not to wait to practice your interview skills until right before you have an interview coming up. We encourage you to reach out to career services to schedule a mock interview even before you have an interview booked, or practice with a friend, family member, or mentor using sample job descriptions that are reflective of the types of roles you are applying for. That way, when you do get called for an interview, you have a solid foundation of practice already set.

The number of questions you will have to answer will be specified at the beginning of the interview, and typically range from 3-7 questions. Just like a two-way interview, the questions will be presented one at a time so that you can give your full attention to each response. The amount of time you are given to respond to each may vary from 30 seconds to 3 minutes. If a time limit is not specified, try not to go over three minutes to avoid a long-winded response. A good response will be balanced between being succinct and containing sufficient detail about your experience, skills, and interests to support and illustrate your answer.

Should I send a “thank you” email after?

Yes! After submitting your video interview, it is recommended to follow-up with the recruiter who invited you to the interview and thank them for their consideration of your qualifications. This is also a good opportunity to ask any burning questions you have as you will not have had the chance to ask questions at the end of the pre-recorded interview. You can keep these questions centered more towards logistics (such as what the timeline for next steps looks like) versus more conversational questions (such as what the work culture is like). You should save your more nuanced questions for a second-round interview where you will get to speak with someone directly.

Interested in discussing video interviews with a Career Coach?

Schedule a 1:1 Career Coaching appointment with the Office of Career Services. [Book an appointment online now!](#)