

Video Interview Tips

As part of our recruitment process, we at Howard Brown Health will be using a video interviewing platform, SparkHire. The video interviewing platform will allow our hiring team and candidates to connect quicker without the pressure of synchronizing calendars for our initial phase of candidate assessments. Our goal with the video interviewing portion of our hiring process is to learn more about your skills, knowledge, abilities and other characteristics.

Before your video interview:

1. Set up your recording space. Find a quiet, clean, and professional-looking area where no one else is around to record your video interview. You might also want to consider enough light to surround either side of your face. It's also important that you position yourself in the center of the webcam. Make sure all of your head, neck, and shoulders can be seen.
2. Test your webcam and microphone. If you are using a computer to complete your one-way, make sure to verify the microphone you are using before recording. Additionally, you should always play back your first recorded answer to make certain that your audio and webcam are working properly.

Things to avoid doing in your video interview:

- Skimming instructions. It's always important to thoroughly read instructions provided to you, especially if you're about to do something that you may not be totally familiar with. If you carefully read the one-way interview instructions, you can avoid delays in completing your interview.
- Not speaking clearly. Don't force a recruiter or hiring manager to turn up the volume or strain their ears to hear your answers to their interview questions. Speak loudly and clearly so that you can be understood..
- Being unprepared. Your preparation for a one-way interview should be no different from how you prepare for an in-person interview. Rehearse your responses to the interview questions so you can sound natural and sincere when you're ready to record.