

Virtual Interviewing

By Blaire Miller

Whether you're the job candidate or the manager making a hire, virtual interviews are the new reality.

Keep in mind:

Employers are likely accustomed to working in the office, might be feeling disconnected from their teams, will have varying levels of technology skill, and could be juggling a million plates right now to keep their companies solvent.

Job candidates might not be used to showing their home and personal spaces, might lack the tools/internet capability to be optimally effective, could be juggling kids/spouse/elders while working or not working, and really looking at risk switching jobs.

Tips for setting up for an interview:

Employers:

- Choose the platform and make sure it works.
- Address challenges with access to data, security, assessments and decision making
- Plan for how to "touch" the candidate to make final decision.

Candidates:

- Set up the room for the optimal interview look
- Check your internet bandwidth
- Minimize distractions
- Practice with a business person first before interview
- Have your soundbites in front of you and well-practiced

About Blaire Miller:

owner of The Hunter Group-25 years and part of a global network who is reporting what is happening in different parts of the world, In addition to being an executive recruiter, Blaire is a board member of several corporate and non-profit groups, and has been an Inforum member and involved for nearly 20 years! She values of Inforum for professional development and networking.