



Have a pre-recorded video interview coming up?

Follow our tips to help you rock it!

● **Recright**

What is a pre-recorded video interview?

Pre-recorded—or asynchronous—video interview is an interview setting where a hiring team creates and records video questions to which you, as an applicant, reply with video answers.

Pre-recorded video interviews aren't meant to replace face-to-face ones. Instead, they help you and employers get to know each other better early on to save everyone's time in the long run.



**Answer easily,
anywhere,
anytime**

Record your answers to video questions whenever and wherever it suits you, as long as you do it before the given deadline.

Your number of takes allowed can vary from one to unlimited, depending on the settings defined by the hiring team. Be sure to pay attention to the instructions from the hiring team!

**Take the
opportunity to
shine**

This is your moment to show the real you, your personality and skills! Be confident and authentic—this will help the hiring team get to know you better!

The benefits of pre-recorded video interviews

Hiring is a two-way street: not only is this an opportunity for the hiring team to see if you're the person they're looking for, but this is also a chance for you to decide if the role or the company is the right one for you.

Watch the videos to find out more about the role and the organization, and see for yourself!

6 things to remember before the interview

1

Read your interview invitation email carefully

The invitation email will tell you what to expect during the interview and help you better prepare yourself. Don't skip it!

2

Find a quiet, well-lit room to record your answers

Natural light is most flattering on camera—take advantage of it if you can. If you're using artificial light, stay away from overhead lighting to keep your face out of the shadows. You can put a lamp behind your device or use a ring light on your camera to get the desired light.

Make sure no one disturbs you during your interview, as you may not be able to re-record your video answer.

As for your background, neutral is always a good choice. The focus should be on you, not what's behind you.

3

Dress as if you were interviewing in person

Be mindful of the colors and patterns of your clothes and accessories. Consider avoiding pieces that could become a visual distraction to the people reviewing your answers

4

Test your tech

Make sure you have a reliable Internet connection and the latest version of your browser to avoid any technical issues. Check if your camera and microphone work properly.

5

Experiment with your setup

Find the optimal spot for your camera and light. We recommend placing the camera on your eye level or even slightly above. If you use a mobile phone for recording, place the phone on a flat surface, so it won't move while you record.

6

Practice, practice, and practice!

While you might not always get to watch video questions in advance, you can still practice with mock interview questions. Practicing will help you get more comfortable and confident in front of the camera.



5 tips to ace your video interview

1 **Watch all videos carefully**

You never know what you might find in the videos: instructions on the desired answer length, an interesting bit of information about the role, or something else that can help you with your interview.

2 **Speak clearly and to the point**

Don't rush: take your time to think through your answers and answer only to the question asked. Speak concisely and stay within the given time limit.

3 **Look at the camera when speaking**

It's the same as keeping eye contact with your conversation partner. You can also look a little bit below the camera if that feels more comfortable. Try to avoid glancing around the room or staring at your notes as much as possible.

4 **Smile**

Smiling is incredibly important in any interview setting. Smiling is a great way to show friendliness and approachability, so be sure to keep that in mind

5 **Relax and be yourself!**

Be comfortable in your skin, be authentic, and embrace yourself

Good luck!