



Driving Hiring Through Virtual Interviews

With the current business climate limiting in-person interactions, not only can you continue hiring, but you can do it successfully by conducting virtual interviews. All you need are some virtual interview resources that will enable you to continue hitting business goals while navigating around circumstances, whether it's the need for social distancing or managing schedule conflicts.

Many companies have adopted remote work practices for their employees while they continue to conduct business during this time. While working from home may not be a problem for some teams, for others it may affect necessary business functions typically requiring face-to-face interaction like interviewing candidates, hiring tech talent and onboarding new hires.

A normal hiring process includes phone interviews, tech tests and on-site interviews, which are important for hiring managers; after all, 93% of communication is non-verbal. However, you can still accomplish a final round interview through alternative means and successfully hire a talented resource virtually. In fact, 57% of candidates prefer live video interviews.

Many hiring managers are using video to conduct virtual interviews as an alternative to on-site interviews. In fact, five minutes of live video interviewing is considered equal to a 200-question written assessment. Virtual interviewing allows the hiring manager to safely capture things he or she looks for during an on-site interaction such as the candidate's personality, communication, body language, and culture fit. Data suggests that video interviewing is six times quicker than a phone interview.

If you're new to video interviewing or working to enhance your skills in this space, we've provided a resource list of all the insights you'll need to prepare and conduct a remote job interview and hire the right candidates.

How to Conduct an Effective Virtual Interview (and Find the Right Candidates)

Two Ways to Take Video Interviewing to the Next Level

How to Make a Connection with Candidates You Never Meet in Person

10 Virtual Interview Questions For Hiring Remote

Top 11 Best Video Interviewing Platforms

How to Hire Software Engineers During a Remote Work Crisis

Next Steps

Ready to learn how Pivot Workforce Services can help optimize your organization's talent acquisition efforts?

Contact your local Pivot representative or email us at WorkforceServicesTeam@pivotts.com.