



# **5 TIPS FOR CONDUCTING SUCCESSFUL DIGITAL INTERVIEWS**

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# LEGAL DISCLAIMER



This communication and any accompanying documents are intended for educational and informational purposes only, do not constitute legal information, and should not be relied on as such.



While we hope that you will learn a lot today, we are not attorneys, and the information should not be construed as legal advice. If you are seeking legal advice, you are encouraged to consult an attorney.

# PURPOSE

To encourage efficient and effective recruiting and hiring efforts during the COVID-19 pandemic.

## Digital Interviewing Tip #1:

# Think Outside **the Office**



When operating under social distancing, isolation, or quarantine measures, old-school (on-site) interview procedures just won't cut it.

Ask yourself, what could you do differently that is unique to your company's structure and culture? How can you get what you need out of the interviewing process without in-person contact? Now is the time to innovate!



## Digital Interviewing Tip #2:

# Be an Open Book



We're living in a new world, and so are your job candidates—Help them get to know your company!

By publishing or otherwise making available lots of compelling information about your company, like benefits info, positive turnover rates, workplace culture info, and employee testimonials, as well as your proactive COVID-19 response, you can put candidates at ease and help them get excited about working for you!



## Digital Interviewing Tip #3:

# Consistency is King



Automated digital interviews are a fantastic tool to help you get ahead of your recruiting goals.

By crafting (and sticking with!) processes and question sets that dig into the competency and experience requirements of the role, you can drive a fair, consistent, and effective hiring process.



# Digital Interviewing Tip #4: Take Action Intentionally



Though many Americans are currently experiencing or will soon be facing unemployment, many employers who are less affected are using the opportunity to fill open roles or may even need to further staff-up to meet new demands.

By moving with intention toward the goal of hiring the right people, you can avoid losing a good candidate to a competitor.



# Digital Interviewing Tip #5: Utilize Your Resources



Take advantage of every resource you have available to you to make your life easier.

Automated interviewing platform **Wedge** is free to TPC Vision Clients for 90 days, seamlessly integrates with your iSolved Hire account, and allows for hands-off interviews!

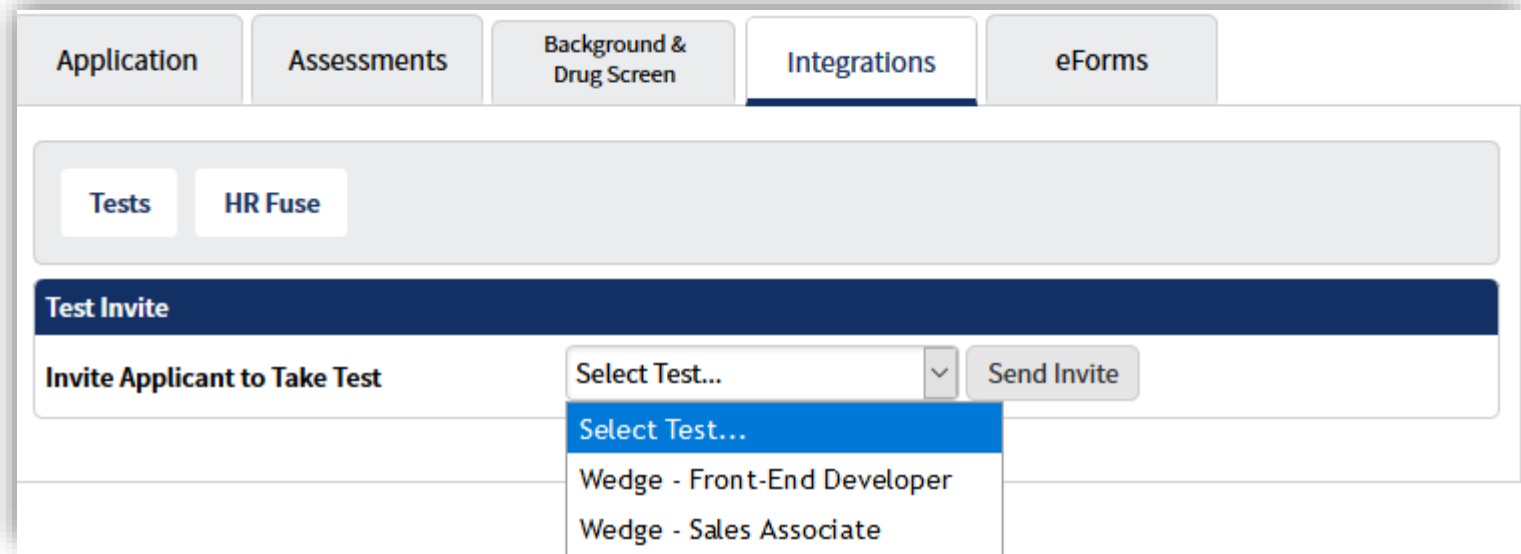




# MORE ABOUT WEDGE



Driving efficiency in your hiring practices is easy! By integrating Wedge into iSolved Hire, you can invite applicants to record video interviews at their convenience and can review them at yours. Ask your Vision Team representative about Wedge today!



The screenshot shows a software interface with several tabs: 'Application', 'Assessments', 'Background & Drug Screen', 'Integrations', and 'eForms'. The 'Integrations' tab is selected. Below the tabs, there are two buttons: 'Tests' and 'HR Fuse'. A dark blue bar labeled 'Test Invite' is visible. Below this bar, there is a form with the label 'Invite Applicant to Take Test'. The form contains a dropdown menu labeled 'Select Test...' with a downward arrow. The dropdown menu is open, showing two options: 'Wedge - Front-End Developer' and 'Wedge - Sales Associate'. To the right of the dropdown menu is a button labeled 'Send Invite'.





# THANK YOU

Please contact TPC Vision,  
if you have any questions.

