

Video interviewing assessment criteria

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Why are you interested in this position?		
0	3	5
Struggles to think of anything, stumbles, includes incorrect employer name in answer. Fails to demonstrate any research into the particular organisation.	Talks generically about jobs “of this nature” showing some insight into what is involved. Talks about “the company” not “the firm”. Shows some research but fails to make the response personal.	Talks fluently and clearly. Demonstrates precise understanding of what this job is about, itemising skills required and showing how these relate to the applicant personally. Shows a knowledge of the particular employer and is able to explain why this particular kind of work is of interest.
What do you think a typical day with us would entail?		
0	3	5
Struggles to think of anything to say, response shows little insight into the work actually done and little awareness of others in the workplace focusing on self.	Is able to provide a reasonably accurate list of likely tasks to be undertaken. Does not relate these specifically to employer or demonstrate research into business. Shows limited understanding of appropriate interaction with others in the workplace.	Gives detailed and accurate examples of the kind of activity expected. Shows an understanding of how the individual will be working with others. Clearly demonstrates research into the organisation and the post. Shows enthusiasm and excitement about working in this way.
Give me an example of a time when you have worked effectively in a team?		
0	3	5
Talks generically about working in a team using “we” and fails to identify own role. Muddled explanation without conclusion or result.	Attempts an answer but slips regularly into “we” and is not clear about his own role and influence. Gives some idea of results achieved but without clarity.	Makes clear use of CAR framework, setting out the context, focusing on personal activity within the team and identifying results.
What do you do when you find yourself in a room full of people different from you?		
0	3	5
Is unable to talk about a time when this has happened, demonstrates no clear understanding of “difference”.	Shows some understanding of difference and of an ability to learn from others but lacks enthusiasm or a clear idea of how to make this a learning opportunity or of what could be learnt.	Shows a clear understanding of difference and an enthusiasm to learn, highlighting the opportunities offered by this experience in a positive manner.