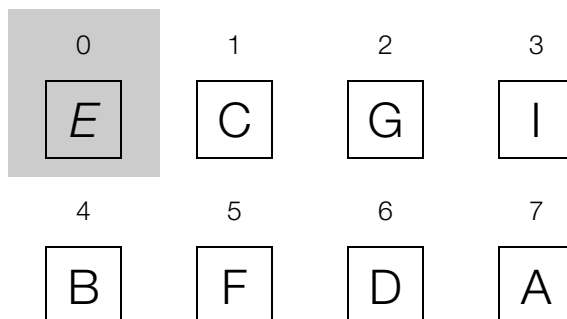


Korrekturhinweise

A new type of job interview



Begründungen

0

The speaker says: "[...] from the beginning of one online interview - it was created by a US firm called Hire View. They build each interview to suit the employer's needs and they are pioneers, it seems, in computer-driven recruitment. They say even a candidate's human charm and empathetic skills can be assessed via a laptop with a camera." Through a company's innovation, a person's social competence can therefore be digitally measured.

1

Kevin Parker says: "[...] and then if the customer wants, we'll create an artificial intelligence layer on top of that, that transcribes the audio, looks at the word usage, inflection, and things like that but also looks at the way we express ourselves with our facial content – smiling, furrowed brow, those sorts of things." If chosen by the client, the software therefore analyses how a job applicant communicates verbally and non-verbally.

2

Kevin Parker says: "We've got a very broad cross-section of customers, financial services, retail, hospitality. We interview a ton of flight attendants around the world. We do healthcare, nursing, a variety of things like that." Regarding the types of clients they work with, the company therefore covers a wide range of businesses.

3

The speaker asks: "I mean, those are all jobs where people really need to have their social skills down to a 'T', aren't they?" Kevin Parker answers: "They could be empathy and some of it are problem-solving skills. Some of it is creative thought, and teamwork, so a variety of things." Kevin's clients therefore look for applicants who can offer a wide range of qualities.

4

The speaker says: "It does seem to me, like, when I go for a traditional interview, I kinda brush myself down, I put on my best tie, I walk into the room and I, you know, I play the part. I'm built up to that moment." The speaker therefore points out that for an old-style interview, the applicant has to keep various conventions in mind.

5

Kevin Parker says: "And I think most people would say that the actual process that you described of getting suited up and, you know, putting on your best shoes and your best tie that's actually stressful in and of itself. And so when you can take an interview at night, at home, at a time that's most convenient for you, it's actually less stressful for most people." Many applicants therefore appreciate that they can choose the time and place of the interview.

6

Kevin Parker says: “[...] but most importantly, what you described is sort of the best occasion of an in-person interview, where we’re sitting across the table, having great eye contact with each other, we’re engaging. But as humans, and particularly as a hiring manager, we’re terrible at that. We’re very, very inconsistent. You know, I think, I’m a great interviewer on Wednesdays, but on Friday afternoons or Monday mornings perhaps not so good.” When talking to applicants in person, the interviewer therefore performs differently each day.

7

The speaker asks: “Are employers doing this for consistency or to save money?” Kevin Parker answers: “They’re doing it for consistency. They’re doing it primarily because they wanna interview as many people as they possibly can. They wanna look very, very broadly, and not just base it on what your CV says or what your grade point average was in college.” Companies therefore use this new hiring method mainly because it can deal with a large number of applicants.