Ace Interview Prep: Evaluating Confidence for Interview Preparation

For job seekers around the world, the recruiting process can be a daunting and nerve-racking endeavour, particularly when it comes time for an interview. To better prepare jobseekers, we have partnered with a Waterloo-based start-up, that provides feedback on mock interview tailored to the role(s) they are applying for. Evaluating an interview is often very subjective, with a successful interview incorporating a wide range of factors, including accurate content, engaging delivery all supported by appropriate non-verbal communication. The complexity and intricacy of an interview makes it difficult to provide consistent and scalable feedback. As such we developed an AI solution, that evaluates an interviewees confidence to provide feedback based on their non-verbal communication. To achieve this, we used a convolutional neural network and OpenCV capable of tracking 68 key facial landmarks over the course of the mock interview. Tracking the movement of facial landmarks, allows us to score an interviewees confidence level by leveraging neuroscience research exploring the impacts of anxiety on facial expressions. With a computer vision model capable of scoring confidence in a mock-interview, we expedite our partners ability to provide feedback to their clients, while simultaneously ensuring scores are consistent and replicable. For our partner, this is an important step in developing a scalable platform while numerous extensions of this application emerge, particularly for firms looking to reduce bias and human capital requirements for their own hiring processes.