

Live Interviewing

Improve efficiency, drive outcomes

- ✔ Streamline your online, face-to-face or phone interviews
- ✔ Use alongside your existing technology
- ✔ Keep all candidate data in one place
- ✔ Reduce bias with a fairer, more consistent experience
- ✔ Improve quality of hire

You may already be aware that structured interviews are 2x more effective at predicting job performance than unstructured interviews¹, but did you know they can also be simple to set up and administer? Criteria's Live Interviewing tool gives you a faster, easier, and more predictive way to conduct any kind of live candidate interview, whether it's over the phone, online, or face-to-face.

This means you can:

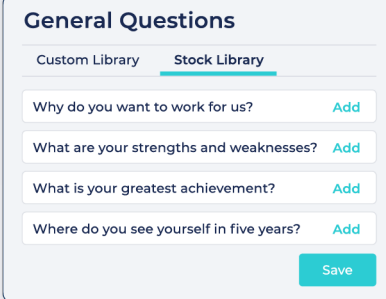
- ✔ Conduct more reliable and predictive live interviews
- ✔ Streamline your live interviews and collect evaluations immediately
- ✔ Keep all of your candidate data organized in Criteria or your ATS.

¹ Sackett, Wiesner & Cronshaw

How it works:

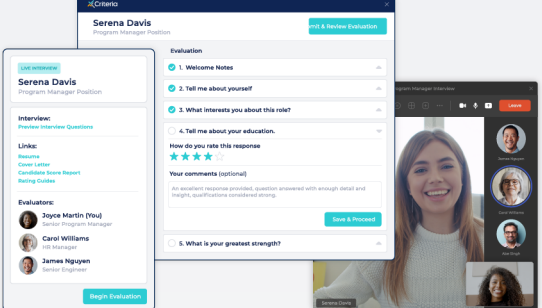
1 Set up the interview (HR/TA)

- Create an interview by choosing competency-based, job-related questions from an extensive library, or add your own
- Add candidates and notify interviewers.



2 Conduct the interview (Interviewers)

Interviewers conduct the live interview, asking the specified questions and providing ratings and comments. After the interview, they submit their evaluation online.



3 Review candidate results (HR/TA)

Evaluations are saved against the candidate's record in Criteria or your ATS, alongside their assessment results.



Everyone benefits from better live interviews

Conducting more standardized, job-relevant live interviews means you're providing a better experience for candidates, interviewers, and your HR or Talent Acquisition teams.

A better experience for candidates

Seven out of ten candidates prefer a set of structured questions that don't change from candidate to candidate². They also want the questions to be clearly related to the job, and to be treated fairly throughout the hiring process.

The Live Interviewing tool makes it easy to deliver a professional, structured live interviewing experience that gives each candidate the same opportunities to demonstrate their job-relevant skills and competencies.

A better experience for interviewers

Interviewers receive all of the information they need to conduct the interview, including how to prepare, how to introduce the structured interview process and why it's important, and the questions they need to ask.

Does your organization use software like Zoom or Teams for online interviews? Live Interviewing works with any browser, so can be used alongside any existing tech.

Once the interview is complete, interviewers simply submit their evaluation online, making it easy to provide independent and timely feedback for each candidate.

A better experience for HR/Talent Acquisition teams

Reduce the time spent providing questions and collecting feedback by keeping everything in one place. With Live Interviewing, teams can easily set up interview templates and provide interviewers with everything they need to conduct more structured, consistent interviews.

Interview feedback is received immediately, making it easier and faster to quickly progress top candidates to the next stage of the hiring process.

Better outcomes for your organization

Reduce bias

91% of employers consistently using structured interviews say they have a positive impact on reducing bias³. By asking each candidate the same questions, you're reducing the opportunity for unconscious biases to influence your talent decisions.

Improve quality of hire

Companies who regularly use structured interviews are 2.25x more likely to say that their interviewers select high-quality candidates than those using unstructured interviews. Improve your chances of identifying a high potential candidate with tools that make it easy to conduct more predictive and effective interviews.

Speed up hiring

Provide a more efficient and streamlined experience by conducting structured interviews in real time and identifying the best candidates quickly.

2,3 "Fast, Fair, and Functional: A New Look at Structured Interviews", Lighthouse Research & Advisory

Which tool should I use?

Criteria offers two intuitive tools to help you conduct structured and more predictive interviews easily.



We recommend using Video (recorded) Interviewing:

- To replace time-consuming phone screens (and complete screening 75% faster)
- Early in the recruitment process (can be included in the same stage as assessments), but can be used at any time
- For large candidate cohorts, e.g., for campus or graduate hiring programs
- When it's appropriate for candidates to complete the interview in a time and location that suits them best
- To collect work samples such as demo pitches or responses to customer queries



We recommend using Live (real time) Interviewing:

- For any live candidate interactions, such as online or face-to-face interviews
- Later in the recruitment process, but can be used at any time
- To replace phone screens, if you prefer to conduct them in real time
- If you want to incorporate live assessments, role plays or work samples