HireVue

HIREVUE BUILDER

GOODBYE BIASED, AD HOC INTERVIEWS.
HELLO STRUCTURED, FAIR INTERVIEWS.

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Even with the best interview training programs, companies find interview questions frequently come from hiring teams Googling "best interview questions," or simply making it up on the fly. The results are wildly inconsistent interviews that are based on "gut feeling" rather than aptitude to perform well in the job. We all know it's bad, yet we often don't have the time or resources to fix it.

Today, with the ability to standardize at scale, you can better support hiring teams and make more informed, fairer hiring decisions, faster. We know this is important because structured interviews are 2X as effective at identifying the best candidates and predicting job performance than typical ad hoc interviews.

HireVue Builder is the first of its kind solution that scales structured interviewing. It empowers hiring teams with job-specific validated questions from HireVue's library or from your own custom competency interview questions. Candidate rating guidelines lead to better and fairer decisions. Ad hoc and inconsistent interview processes are replaced with consistency and structure built right in.

HireVue Builder provides a question library designed by our team of industry-leading IO psychologists that is pre-mapped to competencies and independently audited so you can be confident that the interview questions will provide a more equitable interview experience for all your candidates.

Hiring teams only need to provide the job role and level, HireVue Builder then automatically suggests:

- Job-related competencies
- Relevant interview questions
- Evaluation criteria

If you have your own custom interview questions, the skills and competencies flow through the candidate evaluation to reinforce consistency and reduce unconscious bias. Your hiring teams will come to a consensus quicker with evaluation definitions that achieve team alignment.

FEATURES:

- Use your own custom competency interview questions or competencies mapped to O*NET job roles - the leading authoritative source of occupational information in today's world of work built by the US Department of Labor
- Provides relevant question options based on each identified competency
- Well defined interview evaluation criteria for each question to guide hiring managers on how to evaluate candidate responses
- Captures evaluation notes and competency ratings for each candidate in a single location for easy access and review
- Competency and proficiency level definitions so all reviewers are aligned and can quickly come to a consensus
- Questions automatically adjust based on the selected job level to present appropriate reading level and situational context for a broad range of work experiences - working equally well for high volume hourly hiring and professional roles

BENEFITS:

- Quickly create consistent interviews for all of their job roles, and across all industries, eliminating guesswork for busy hiring teams with auto-generated content
- Take interviews to the next level by consistently interviewing and evaluating all candidates based on established, job related attributes
- Reduce legal exposure by delivering a consistent interviewing experience based on job-related skills and evaluating candidates on consistent criteria
- Minimize bias by using questions designed to provide an equitable interview experience
- Better meet the needs of your neurodiverse candidates with questions written in collaboration with our partners at Integrate Autism Advisors

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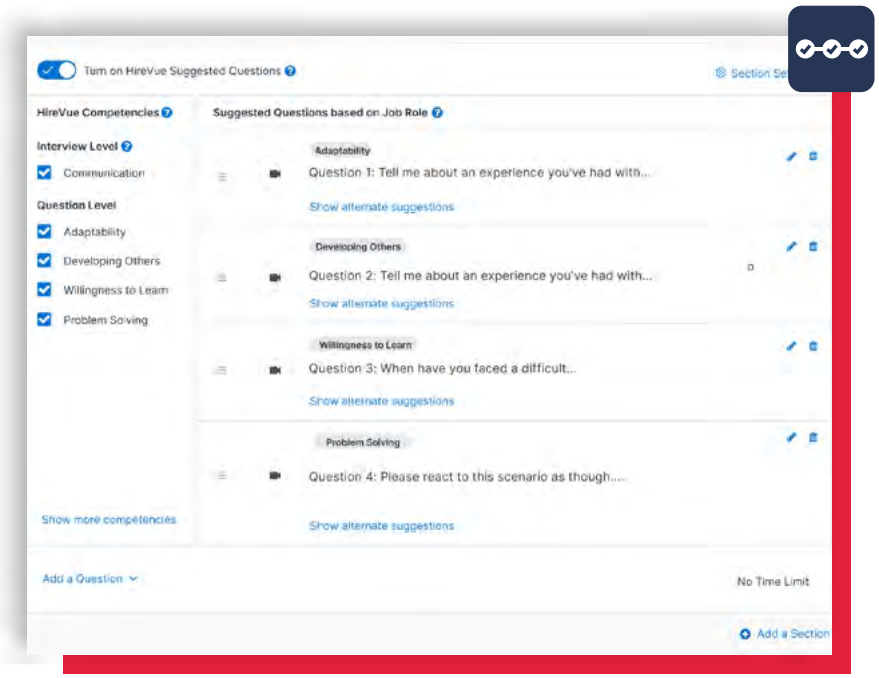
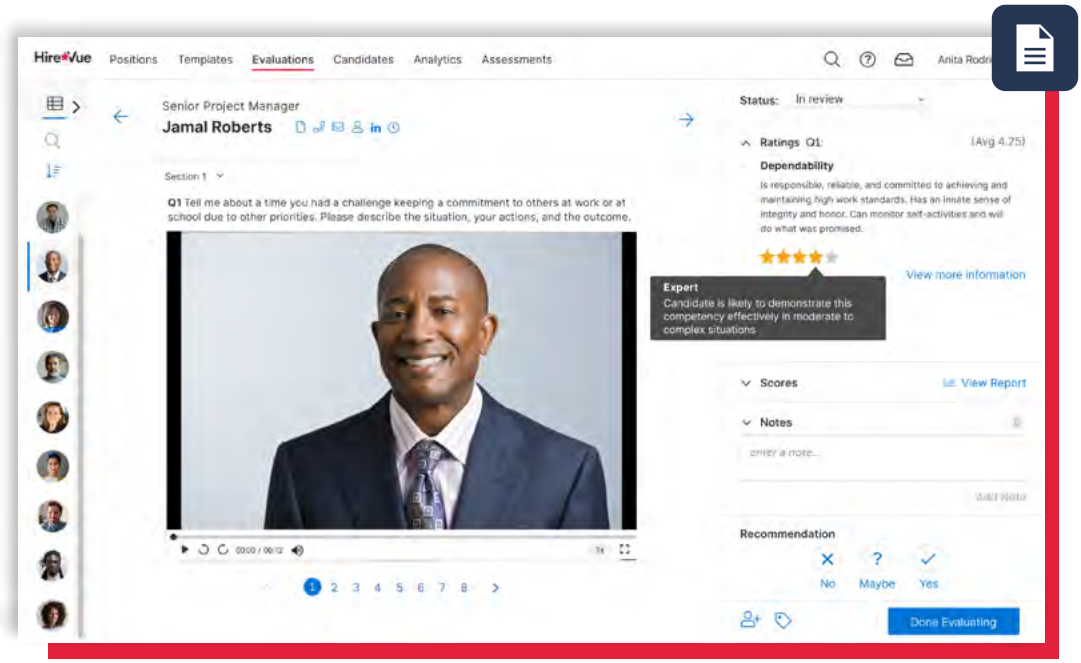
COMPETENCY SELECTOR



COMPETENCY EVALUATOR