

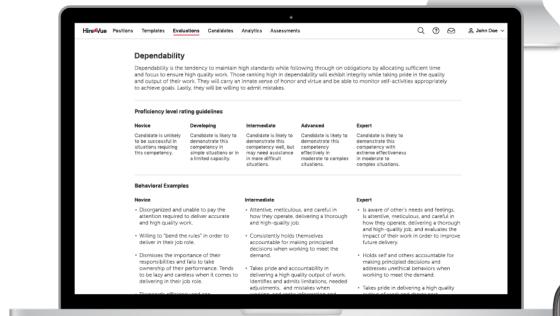
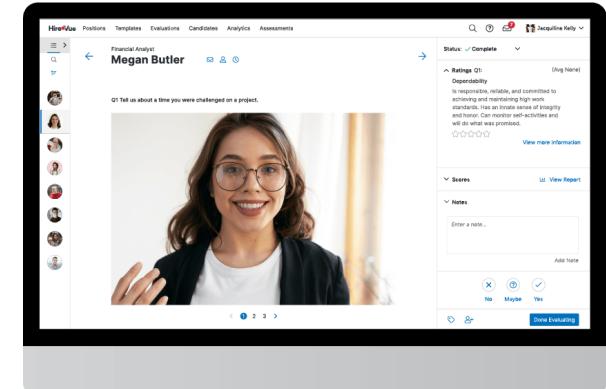
## Structured interviews and texting automation allow for consistent, faster hiring

Structured Interviewing is entirely driven by text and lets organizations lean into award-winning technology, coupled with competency-based interview questions, to power an interview experience backed by science.

### HireVue Structured Interviews enable businesses to:

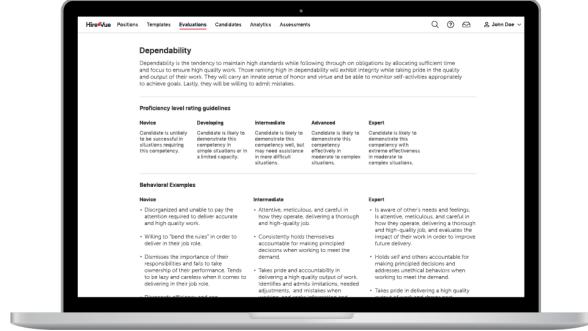
- Improve hiring decisions
- Increase fairness in the hiring process
- Make better hires faster
- Enhance the candidate experience

- **Create a more consistent and fairer hiring process** when everyone receives the same questions related to the specific competencies needed for that role and the responses are evaluated consistently.
- **Consistently evaluate all candidates** based on established, job-related attributes for each job requisition.



- **Improve diversity** with questions designed to provide an equitable interview experience.
- **Reduce legal risk** with a common repository to capture candidate feedback all in one place.
- **Enhance the candidate experience** by making the process easy, flexible, and fair with text invites and reminders.

# Scale your hiring, increase fairness, and make smarter decisions faster



**A structured interview process is no longer nice to have—it's a must.**

**"We had to ensure we had a digital process, but one that felt very human, not robotic, and it had to be better and more efficient at selecting candidates than an in-person interview."**

*Melissa Gee Kee - Strategy Director to the CHRO & Global HR4HR Director*

## Structured interviews include:

**Interview creation tool** offers job-related competencies mapped to O\*NET job roles, high-quality structured interview questions, templates, and evaluation guides for any job role at any level to allow hiring teams to build great interviews, fast.

**Live and OnDemand video interviewing** software speeds and scales hiring, integrating seamlessly into your ATS and giving you an edge over the competition. And virtual interviewing offers flexibility outside normal business hours.

**Automated text invites and reminders** meet candidates on their phones, enhancing the candidate experience, and free up hiring teams' time.

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