

hirevue[★]

Quarterly Product Release

December 2025



December 2025 Product Release Notes

T20 - Interview Question Builder Content Expansion

Feature release type and date

- Public
- December 11th, 2025

What are we improving

We've enhanced the interview question library to include coverage across all 19 areas of Hirevue's Capabilities + Skills Framework for both On-Demand (Video & Phone) and Live Interviews. This results in a nearly **6x increase** of available questions to be added to interviews.

For Live Interviews, each question now includes probing follow-up prompts to help interviewers gather deeper, job-relevant insights when candidates need to elaborate on their responses.

Feature Walkthrough

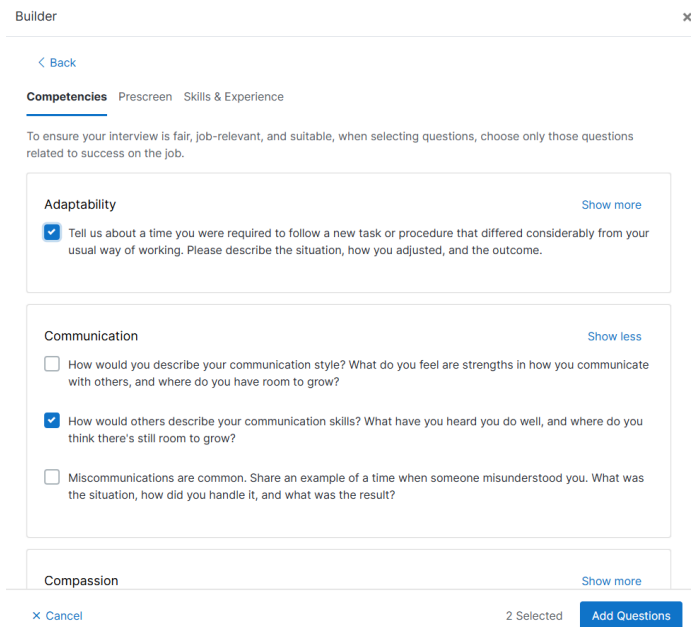
Questions are added to a job stage by selecting "Open Builder". Provide one or multiple filter criteria.

The screenshot shows the 'Builder' interface for adding interview questions. On the left, a sidebar titled 'Interview Questions' contains buttons for 'Add Question', 'Add AI-Scored Question', 'Add Code Challenge', and 'Open Builder'. A green arrow points from the 'Open Builder' button to the 'Job Role' search field in the main builder area. The main area is titled 'Builder' and contains the following sections:

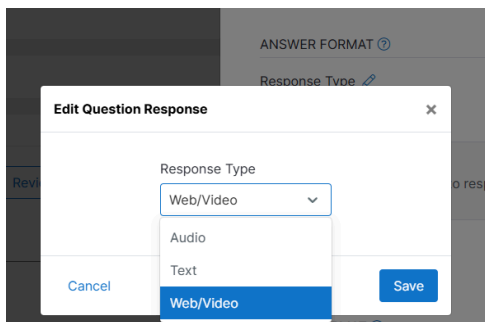
- Add job details to find suggested questions.**
- Job Role:** A search box with the text 'Search job roles' and a dropdown menu showing 'Administrative Secretary (Admin Secretary)'.
- Job Family:** A dropdown menu with 'Office and Administrative Support' selected.
- Job Level:** A dropdown menu with 'Experienced' selected.
- Competencies:** A dropdown menu with '4 Selected' and four selected items: 'Compassion', 'Dependability', 'Following Policies & Procedures', and 'Service Focus'.
- Skills & Experience:** A dropdown menu with '2 Selected' and two selected items: 'Communication' and 'Customer Service'.

At the bottom of the builder area, there are 'Cancel' and 'Next' buttons.

Select from suggested questions to add them to your job stage



(Optional) review the response type and modify, if desired.



How to Access and Configure

The expanded Builder library content is automatically available to customers, no additional configuration is needed.

Feature FAQs

1. Will this impact my existing jobs or templates?
 - a. No. All questions already present in jobs and templates remain the same.
2. I have a favorite question I like to add; will I still be able to use it?
 - a. All previously available questions are still available to be added to job stages; they may live under a new competency, and live questions will have additional probes.
3. What do the probing questions look like?
 - a. A live interviewer will see questions in this format:

Adaptability



Please share an example when you adjusted your approach to respond to the demands of a changing situation. Describe the situation, your actions, and the outcome.

Follow-Up/Probing Questions:

- What signs did you observe that indicated an adjustment was needed?
- What was your initial reaction to the changing demands?
- What did you learn to help you navigate similar future situations?

4. What are the benefits of using Builder library questions?

- a. Hirevue Builder pulls together science-backed, competency-based questions and evaluation criteria in minutes for any job role and any job level. You can easily bring structure, consistency, and fairness to the interview process with Builder.

Rating / Feedback

Adaptability: This competency refers to the ability to shift or change opinions, actions, or behaviors. Those ranking high in this competency can successfully adjust when faced with multiple demands, shifting priorities, rapid change, or ambiguity.

Key Behaviors:

- Sees the Positive in Change
- Seeks to Understand Change
- Adjusts Behavior to Accommodate Change
- Drives the Change

Behavioral Indicator Examples:

Novice Behavioral Indicators

- Reacts negatively to the change; is concerned about all of the extra effort they will have to put forth while adjusting.
- Does not seek information to understand the need for the change.
- Does not effectively adjust their behavior as required to meet the demands of the situation.
- Requires supervisor or manager to make the necessary changes.

Intermediate Behavioral Indicators

- May be somewhat reluctant to accept the change at first, but is able to see positive aspects after internalizing the change.
- Understands the change is needed as a part of job requirements.
- Adjusts their behavior within a reasonable time frame to effectively meet demands of a moderate to difficult change.
- Requires minimal guidance.

Expert Behavioral Indicators

- Views the change as a positive challenge or opportunity for learning and growth.
- Possesses a detailed understanding of the change, and its benefits to the company as well as their own role.
- Quickly and effectively modifies behavior to meet demands of a difficult, complex, or time intensive change.
- Inspires others to embrace the change while modeling appropriate behaviors.

How would you rate this response?*

Novice	Developing	Intermediate	Advanced	Expert
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T2O/Workday Integration - Resume Import

Feature Release Type and Date

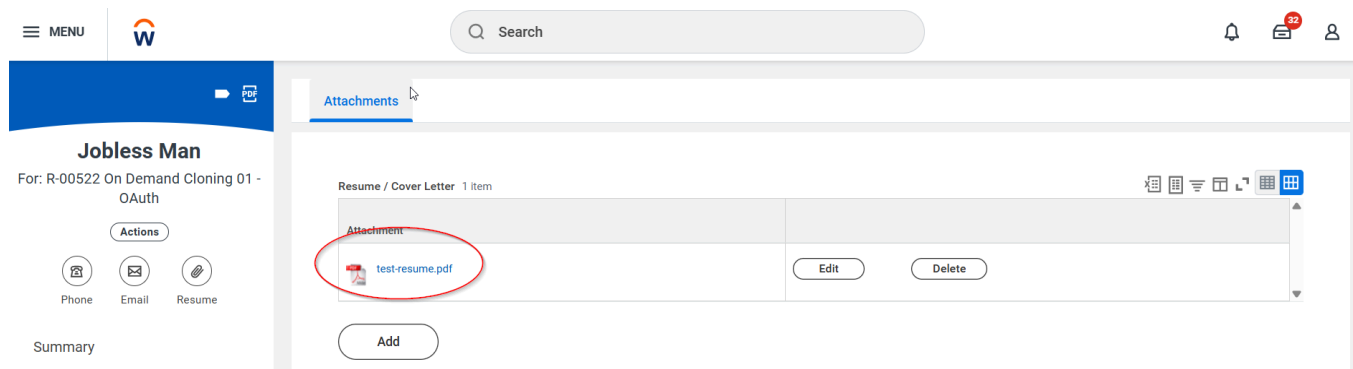
- Public
- December 11, 2025

What are we improving

Customers utilizing the T2O Workday integration will now be able to see the candidate's resume they uploaded during their Workday application in T2O instead of having the candidate re-upload it, having to manually bring over, or toggling between the two applications.

Feature Walkthrough

When a candidate uploads their resume during the application process it will appear within their profile in Workday.



Once the candidate's profile is created in Hirevue the resume will seamlessly import into Hirevue as well and be visible on their interview's Review page.

The screenshot shows the HireVue interface for a candidate named 'Jobless Man'. The top navigation bar includes 'Home', 'Jobs', 'Scheduling', 'Candidates', 'Admin', and 'Reporting'. A 'Return to Candidate Activity' button is visible. The candidate's status is 'Has been reset or not submitted'. The 'Summary' section shows a '1: Question' with the prompt 'How are you?'. The 'Evaluating the Candidate' section indicates a '* Review Required'. The 'Details' section shows job information: 'R-00522 Job1R-00522', 'Stage 1', and 'On-Demand - Text'. The 'Candidate' section lists the name 'Jobless Man', a phone number '+12769562161', an email address 'vholovin+test_resume_import_007@hirevue.com', and a candidate ID 'CAND-2082'. A 'Related Materials' section contains a 'Resume' link with an external icon, which is circled in red in the image.

How to Access and Configure

Reach out to your Customer Success Manager to request this feature to be enabled. It will require some update to your configuration in Workday as well as T2O to support.

Feature FAQs

1. What file types are supported?
 - a. T2O currently only supports the PDF file format. This feature matches the application.
2. What is the file size limit?
 - a. Workday currently has a maximum file size of 5MB which we support as well.

T2O/Workday Integration - True Multiphase Support

Feature Release Type and Date

- Public
- December 11, 2025

What are we improving

Currently, T2O's integration with Workday requires utilizing T2O's workflow automation or manual Workday intervention for multi-stage workflows. Customers will now be able to trigger movement to additional stages from within Workday. This will streamline their process and reduce movement between the two applications, but also better supports unique flows (such as evaluating candidates based on results of not only their first stage Hirevue score but other results housed in Workday/third party application).

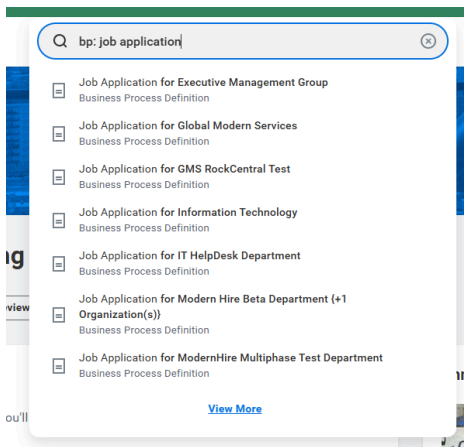
How to Access and Configure

Reach out to your Customer Success Manager to request this feature to be enabled. It will require some updates to your configuration in Workday as well as T2O to support.

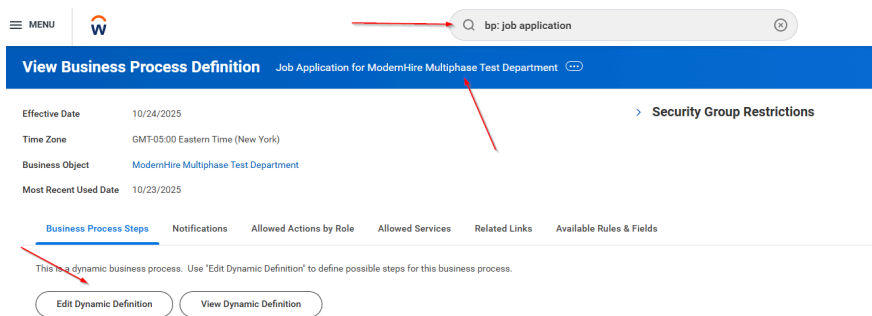
- Enabling Workday True Multi-Phase/Multi-Stage requires an updated CLAR file that your Hirevue integrations consultant will provide.
- There are also some additional configurations that will be needed in Workday.

Configuring Workday Step

1. Find your **Job Application Business Process** by searching: **bp: job application**.



2. After you open your **Job Application Business Process**, you must click on the **Edit Dynamic Definition** button.



After that, a modal window opens, and you need to click **OK**.

3. At the Review tab, you must change the Step Label Override to **Hirevue_Multiphase_1**.

Edit Dynamic Business Process Definition

Effective Date: 10/24/2025
 Time Zone: GMT-05:00 Eastern Time (New York)
 Business Process Definition: Job Application for ModernHire Multiphase Test Department

This is a dynamic business process. Use 'Edit Dynamic Definition' to define possible steps for this business process.

Initial Step: 1 item

Step	Type	Specify	Group
Q	Action	Review Candidate	× Recruiter

Review | Screen | Assessment | Interview | Reference Check | Offer | Employment Agreement | Background Check

Possible Next Steps: 7 items

Order	If	*Specify	Automatically Initiate	Group	Completion Event	Group	Step Label Override
		× Assessment		× Recruiter			Hirevue_Multiphase_1
		× Assessment		× Recruiter			Modern Hire Live Interview
		× Interview		× Recruiter			Schedule Interviews
	No Checks IF source=internal?	× Reference Check		× Recruiter			
	Allow Offer if Job Application is not for Evergreen Requirement? Allow Offer if no Employment Agreement exists? (Workday Owned) No Offer or BC if Pay Rate Type= Salary?	× Offer	<input type="checkbox"/>	× Manager			
	No Checks IF source=internal? No Offer or BC if Pay Rate Type= Salary?	× Background Check		× Recruiter			

OK Cancel

4. At the **Assessment** tab, you must add as many **Assessment Steps** as you wish with the following format: **Hirevue_Multiphase_{stage number}**

Review | Screen | **Assessment** | Interview | Reference Check | Offer | Employment Agreement | Background Check

Possible Next Steps: 7 items

Order	If	*Specify	Automatically Initiate	Group	Completion Event	Group	Step Label Override
		× Assessment		× HR Administrator × HR Auditor × HR Partner × Manager × Primary Recruiter MORE (2)			Hirevue_Multiphase_2
		× Assessment		× Recruiter			Hirevue_Multiphase_3
		× Interview		× Recruiter			Schedule Interview
	No Checks IF source=internal?	× Reference Check		× Recruiter			

NOTE: The **Stage** should be only **Assessment**, because only that type triggers the T2O integration from Workday.

Configuring Candidate Step

1. Assign a candidate to a job requisition.

- Open the Job Requisition in Workday and move the candidate to **Hirevue_Multiphase_1** step.

R-00549 Integration Engineer Multiphase (Open)

Recruiting Start Date: 10/16/2025 - 8 days ago
 Target Hire Date: 10/17/2025 - 7 days ago
 Primary Location: Dallas

Recruiter: Viacheslav Holovin
 Recruiter: Viacheslav Holovin

0 Review | 0 Interviewing | 0 Offered

Overview | Candidates | Details | Organizations | Qualifications | Job Postings

1 Review | 8 Assessment | Interview | Reference Check | Offer | Background Check | Hire

No Filters Applied

Job Application	Step / Disposition	Awaiting Action	Awaiting Me	Date Applied	Resume / CV Text	No Show	Score	Current Title	Source	Other Applications	Candidate Pools	Eligible for Rehire	Serial Applicant?	From Evergreen	Resume / CV Text
Anton doc1 Mezko doc1	Review	54	Reassign	10/24/2025			0		Social Network -> Facebook						

Move Forward | Decline | Send Message | ...

Move Candidates Forward

Review

Move Selected Candidates to Next Stage

Move Selected Candidates to Next Step

Job Application	Current Step	Next Step
Anton doc1 Mezko doc1 - R-00549 Integration Engineer Multiphase	Review	Hirevue_Multiphase_1

Cancel | OK

- After the candidate finishes Stage 1, you can move them to the next step by repeating the second step.

Move Candidates Forward

Assessment

Move Selected Candidates to Next Stage

Move Selected Candidates to Next Step

Job Application	Current Step	Next Step
Anton doc1 Mezko doc1 - R-00549 Integration Engineer Multiphase	Hirevue_Multiphase_1	Hirevue_Multiphase_2

Cancel | OK

Feature FAQs

- Does this feature have a feature flag/Client Identifier?
 - No, since the feature requires an update to the CLAR file no flag is required to enable this feature. Just installation of the new CLAR file.
- Does this support Workday In-line workflows?

- a. No, Workday does not provide enough data to do true multi-phase/multi-stage for their in-line workflows.
3. Does using true multi-phase/multi-stage also support T2O workflows in the same job?
 - a. No, you can only use one workflow type per job. If this is something a customer would like to see supported please submit an Enhancement Request.

T2O - Brand Management and Multiple Brands Support

Feature release type and date

- Public
- December 18th, 2025 (full release)

What are we improving

We are excited to introduce Brand Management in T2O, a new set of features designed to put you in control of your candidate experience.

Whether you need to refresh a single logo or manage a portfolio of multiple brands, this update empowers you to self-serve your branding needs directly within the platform.

- **For Agile Brand Updates (Self-Service)**
 - Control at your fingertips: Easily upload new logos and adjust color palettes on your own timeline.
 - Always on-brand: React quickly to marketing rebrands or seasonal updates without technical hurdles.
- **For Complex Organizations (Multiple Brands Support)**
 - One platform, many identities: Support various sub-brands or business units within your T2O application.
 - Consolidated efficiency: Candidates see the specific brand they applied to, while you manage it all from one centralized dashboard.

Known issues

While parts of Brand Management will be available on the 11th, the full experience will not be available until the 18th.

- Brand Management Admin configuration will be available on the 11th.
- Ability to add brands at the job-level will be available on the 18th.
- Non-default brands will only be available to the New Candidate Experience that is rolling out to additional feature over the next couple of months

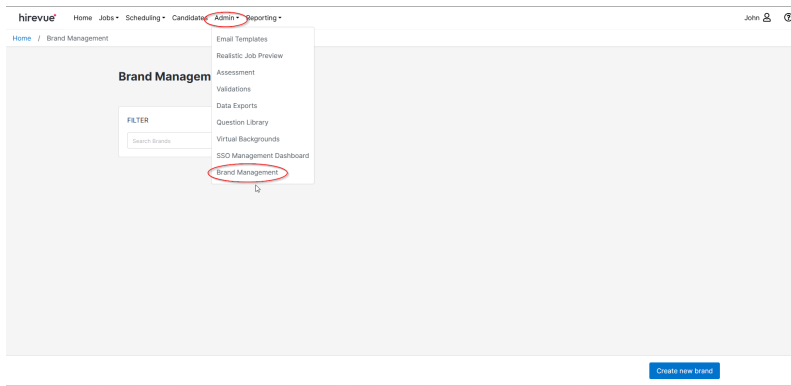
How to Access and Configure

As of Dec 11th, all T2O customers will have access to Brand Management. Customer Admins will have the Brand Management option in the Admin menu drop down. If no brands are shown, the branding set up by your Hirevue implementation consultant at time of go live will still be in effect. To make changes to the current brand or to simply be able to now see it here, create a new brand and set it as the Default brand. Once a Default brand has been created, it will override any originally configured brand in your application.

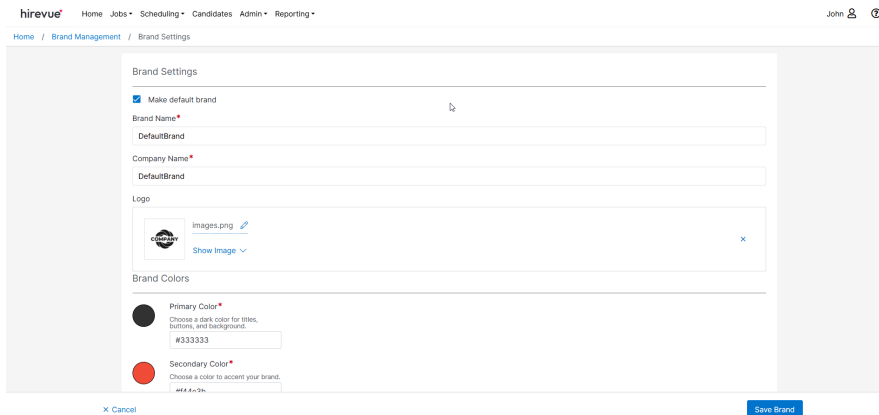
If your organization has multiple brand identities, you can also create additional brands here. There will only ever be one default brand.

From the Admin Menu drop down, Select **Brand Management**

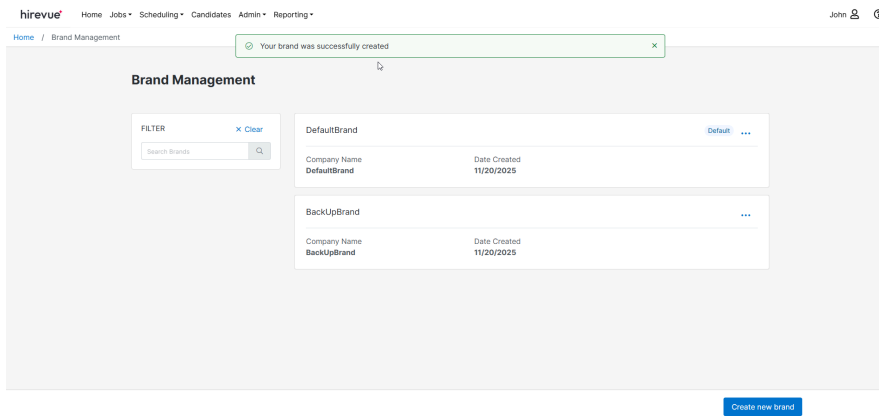
Then Select **Create New Brand**



Give you Brand a name and a Company Name. The company name will be used in email templates to distinguish between identities. Then upload your logo and set your primary and secondary colors. Determine which of the brands you are creating is your default brand and mark it accordingly.



Once brands have been created you can see from the table view here.



Feature FAQs

1. Who can configure multiple brands?
 - a. Customer Administrator roles will have access to the Brand Management dashboard found in the Admin menu.
2. What happens when this feature goes live and we don't want multiple brands?
 - a. If the customer chooses not to set up any brands, their experience will remain the same as what was implemented during go live. In the event they need to make changes to their branding, they will do so by creating a single default brand that will override the original settings.

T2O - Evaluator Persona Enhancements

Feature release type and date

- Public
- December 11th, 2025

What are we improving

We've added a few small but mighty enhancements to make navigating and reviewing candidates easier and more intuitive for evaluators.

1. One-click navigation to candidates' responses
2. New interview review status and filter
3. New configuration for requiring a set number of reviews
4. Automated email reminder to review candidates

Feature Walkthrough

Clicking on the candidate card once will open the candidate's responses without the user having to first navigate through the modal to select "See Responses." The only scenario in which we will still open the old modal is when there are multiple live interviews in a single stage.

Jobs / Frontline Leader VII (Frontline Leader VII)

Frontline Leader VII FRONTLINE LEADER VII

Job Summary Overview > **6 Stage 1** On-Demand - Web/Video > 1 Stage 2 Live - Video

6 Stage 1 | On-Demand - Web/Video Sort: Status | Assessment

NARROW BY Clear

Search for candidate name

Interview Status

- Not Started
- Started
- Canceled
- Expired
- Submitted
- Advanced

Score

Show assessment scores above

Enter score GO

<input type="checkbox"/>	Maya Rudolph	Ready for review Interview Submitted 07/01/2025
	5 AI-SCORED INTERVIEW Excellent Fit	(0/1) Reviews
<input type="checkbox"/>	Vince Vaughn	Ready for review Interview Submitted 07/01/2025
	2 AI-SCORED INTERVIEW Low Fit	(0/1) Reviews
<input type="checkbox"/>	Troy Bolton	Ready for review Interview Submitted 07/01/2025
	3 AI-SCORED INTERVIEW Moderate Fit	(0/1) Reviews

Add Candidate to Job

The new review status allows users to quickly determine what stage of the review process the candidate is in. Possible statuses are Not Ready for Review, Ready for Review, Review Started, and Review Completed. Users may also choose to filter candidates based on review status.

Jobs / Frontline Leader VII (Frontline Leader VII)

Frontline Leader VII FRONTLINE LEADER VII

Job Summary Overview > **6 Stage 1** On-Demand - Web/Video > 1 Stage 2 Live - Video

6 Stage 1 | On-Demand - Web/Video Sort: Status | Assessment

NARROW BY Clear

Search for candidate name

Interview Status

- Not Started
- Started
- Canceled
- Expired
- Submitted
- Advanced

Review Status

- Not ready for review
- Ready for review
- Review Started

<input type="checkbox"/>	April Ludgate	Review Completed Advanced 7/10/2025
	5 AI-SCORED INTERVIEW Excellent Fit	14.0 AVG RATING (1/1) Reviews ★★★★★
<input type="checkbox"/>	Maya Rudolph	Review Completed Interview Submitted 07/01/2025
	5 AI-SCORED INTERVIEW Excellent Fit	18.0 AVG RATING (1/1) Reviews 07/01/2025
<input type="checkbox"/>	Vince Vaughn	Ready for review Interview Submitted 07/01/2025
	2 AI-SCORED INTERVIEW Low Fit	(0/1) Reviews

Add Candidate to Job

In the job settings, users may set a requirement for the number of required submitted reviews in order for the candidate's review status to be considered "Review Completed." Once this requirement has been reached, we will calculate the candidate's Avg Rating and display that value on the candidate's card.

When configured, reviewers in the job's distribution list will receive a daily email reminder to review any completed candidates who have not been reviewed in at least 2 days. They are prompted to open the job stage by clicking the accompanying link in the email. The frequency of this reminder cannot be adjusted.

HireVue On-Demand Submittals ▶ Inbox x



noreply@mail.dev.mhire.io
to laura.ferguson ▾



1 candidates have completed a HireVue On-Demand - Web/Video.

Job: Spontaneous w/ Disable Copy/Paste

[Click here to review.](#)

- [Best practices for getting the most out of your candidate interviews](#)

Thank you!

English (US) [Change Language](#) | [Unsubscribe](#)

How to Access and Configure

No special configuration is needed for one-click navigation or the new review status.

Recruiters and Client Administrators may configure reminder emails and minimum required evaluations by navigating to the Reviewer Notifications tab in the job or job template settings.

The screenshot displays the HireVue interface with a configuration modal open. The modal is titled "Reviewer Options - On-Demand - Web/Video". It is overlaid on a job page for "Frontline Leader VII (Frontline Leader VII)". The job page shows "6 Candidate(s) Invited" and various status filters (Not Started, Started, Canceled, Expired, Submitted). The modal has two main sections: "DISTRIBUTION LIST" and "NOTIFICATIONS". The "DISTRIBUTION LIST" section has a text input field containing "julia.child@gmail.com, nora.roberts@gmail.com, sir.patrick.stewart@gmail.com, lisa.rinna@gmail.com" and a character count of "98/4000". The "NOTIFICATIONS" section has a checkbox for "Notify requester/distribution list when candidate gets reminder." which is unchecked, and another checkbox for "Send a reminder if a candidate hasn't been reviewed after 2 days." which is checked. Below this is a "Minimum required evaluations" section with a text input field containing the number "3". At the bottom of the modal are "Cancel" and "Save & Close" buttons.

Feature FAQs

1. Will this impact my existing jobs or templates?
 - a. One-click navigation and the review status are applied automatically to all existing and new jobs. Required reviews and email reminders are not applied automatically and must be manually configured in the job or job template if desired.
2. Will the new review status be supported in my ATS?
 - a. We are currently considering adding support for displaying the review status in the ATS, but this is not yet supported.
3. Do these changes affect the candidate experience at all?
 - a. No, the candidate experience will remain exactly the same.