

TIME-SHIFTED VIDEO INTERVIEW

Flexible, structured – and often unfamiliar

Since the pandemic, time-shifted video interviews have become a common first step in recruitment. Applicants answer 3-5 standard questions via video at a time of their choosing. The company provides a link and instructions; answers must be submitted within a set timeframe. The benefits: companies save time, and applicants avoid awkward excuses at work. Since all candidates respond to the same questions, their answers are easily comparable. Yet many feel uneasy – the format often seems unfamiliar or artificial.

New format – familiar questions

The medium may be different, but the content is not. The questions are well-known: introduce yourself, explain your motivation, describe how you handled a challenge. What's tricky is the time limit and speaking into a camera without feedback. That's why preparation is crucial. Practice answering typical questions aloud, time yourself, and fine-tune your delivery. This builds confidence and ensures a strong impression – no matter the format.