

TIME-SHIFTED VIDEO INTERVIEW

The format is new. The questions are not.

The time-shifted video interview has become a common first step in the recruitment process since the pandemic. Candidates respond to three to five questions via video – at a time that suits them. The company provides a link with instructions, and responses are recorded within a defined time frame. The advantages are clear: companies save resources, and candidates gain flexibility. As everyone is asked the same questions, answers are easy to compare. Still, the format often creates uncertainty – many experience it as artificial.

That is understandable – but unnecessary. The typical questions do not differ from those in a face-to-face interview: introduction, motivation, handling challenges. What makes the situation more demanding is not the content, but the time limit and the absence of immediate interaction.

Those who prepare gain confidence: practise answers aloud, time yourself, and pay attention to your impact. The format may change – the fundamentals of good preparation do not.

Articles on time-shifted video interviews (all articles)

- “Psycho” for job interviews
- “Can I really be myself in a job interview?”