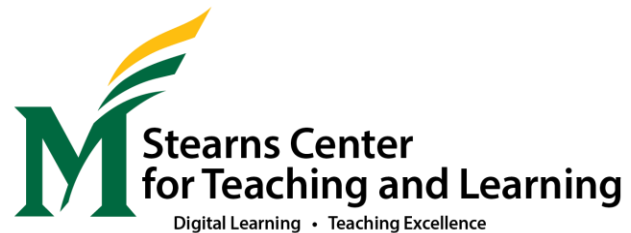


Interview Preparation and Practice

Cindy Parker, School of Business



I strive to include career readiness learning activities in my courses, and am able to do so fairly easily because of the nature of the courses that I teach. In my Introduction to Human Resource Management course, students complete a variety of learning activities to gain foundational knowledge about the characteristics of effective job interviews, including how to ask the right questions (based on the job requirements), how to interact with candidates, and how to assess candidate performance in a job interview. This knowledge will hopefully have a dual purpose – more immediately, when they enter the job market as candidates, and down the road when they are in a position to make hiring decisions.

To measure learning at the conclusion of the interviewing module students complete the *Interview Preparation and Practice* assignment. This assignment requires students to complete a five-question video-based behavioral interview that I have created for them on InterviewStream (gmu.interviewsteam.com), which is a web-based interview platform. Mason has purchased a license that provides every student with free access to this tool. I view and listen to each interview video and provide students with detailed feedback on their responses to each question (and students receive a grade on the assignment).

Students are given 1 minute and 30 seconds to respond to each interview question, and they are instructed to provide a “behavioral response.” In the course, students learn that a behavioral response involves providing detail about the circumstance you were in, the actions that you took in that situation, and the results of your actions. A student’s grade is based on the extent to which they provide a complete behavioral response that showcases their competency in the area of questioning.

Students report that initially, the web-based interface is a bit nerve-racking, but that they gain comfort with each passing question. Which is the whole point! Students are able to record their response to a question, replay their response, and re-record if they’d like to improve their response. For students who take advantage of this opportunity, this element of review and practice allows students to develop comprehensive responses that they can carry forward to real-life interview situations.

I love that this assignment gives students exposure to a real-world hiring tool that recruiters are using right now to conduct candidate screenings when hiring – but in a low-risk environment (when a job is not on the line). Each semester I hear from students who tell me that they’ve had to complete similar web-based video interviews for real internships or jobs, and that they’ve appreciated having a “leg up” to get through this hurdle.



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