Video Interview Self-Assessment

We have 2 options for you to take a practice video interview.

- For a more targeted practice interview email us at videotutorials@mmu.ac.uk giving details of the employer/job that you are interested in.
- To practice general questions, take a look at the interview simulator within MMyou.

With both options you can view your completed interview. This guide is here to help you to review and reflect upon your practice video interview.

Ask yourself the following questions:

- Did I give full complete answers? Be honest with yourself, is there anything else you could have said that you didn’t?
- Was I dressed appropriately for an interview? You should be taking this practice seriously and treating it like the real thing.
- What was my body language like? Did I look straight at the screen? Was my face open and positive? Was the tone of my voice upbeat?

Giving a complete answer

In your interview, you may have been asked “Competency” questions. Competency-based interviews may include 'scenario' questions, where you are asked what you might do (or have done) in a given situation or scenario. An example of a competency questions is:

“Give an example of when you persuaded someone to change their point of view”

A common technique used to answer these questions is the “STAR Technique”.

Situation – set the context for your story.
Task – what was required of you?
Action – what you actually did. What skills did you use?
Result – what was the outcome? What did you learn? What skills did you develop?

With this in mind, look at any competency/scenario questions you were asked. Did you set out your answer using “STAR”? Did you provide evidence that you have the skills/experience they are looking for? It is important to be specific rather than general. Did your answer flow and was it easy to understand? Put yourself in the position of the employer, is it interesting to listen to? Do you understand the answer? Finally, did you finish your answer on a positive note so that the overall impression is strong?
Another style of interview question is “strengths based”. Whilst the competency question looks at the behaviours that the employer has identified as being relevant to the job (what you can do) the strengths based question looks at what you enjoy doing, what energises you. An example of a strengths based question is:

“When did you achieve something you were really proud of?”

If you have been asked some of these type of questions, when reviewing your answer, ask yourself: Did I talk with enthusiasm? Did I identify the skills I developed in my answer? Did I show what I achieved? Have I demonstrated what I can do? Is there anything missing from my answer that I could have said?

In all interviews, you will be asked “questions about the employer” and “questions about the job”. This is your opportunity to show that you understand the business, you understand the job, and you know why you want to work for them in that job.

For example. If being interviewed for a Buyers Admin Assistant role with Arcadia Group you could be asked:

“What do you know about the different brands within Arcadia Group?”

“What do you think a typical day for a Buyers Admin Assistant looks like?”

You could be asked similar questions for any business/organisation.

When reviewing your answers, ask yourself: Have I shown a clear understanding of what the employer does, what the job consists of, any relevant things going on in the sector, how the job might evolve? Essentially, do I understand whom I have applied to and what I have applied for?

Did I look the part?

Ask yourself: Was I dressed appropriately for an interview? Was the background professional? Did I speak clearly and confidently with plenty of enthusiasm? Did I look at the screen? Was the tone of my voice positive?

Next Steps:

Take a look at our Interviews Guide for advice on interviews in general: www.mmu.ac.uk/careers/guides/interviews.pdf

You can review your Video Interview in more detail with a Careers Adviser. We will go through each of your answers with you and pick out the areas for development and the good bits! To book an appointment call 0161 247 3483 or visit the Employability Hub.

Finally:

We hope that you enjoyed your video interview practice with the Careers & Employability Service. Good luck with your applications!!!