

Video Interview Graphic

Why Online Interviews & Body Language

THE FUTURE OF HIRING

ONLINE JOB INTERVIEWS



UNVEILING THE SECRETS TO GREAT FACE-TO-FACE INTERVIEWS ONLINE

Whether you're a job seeker or a recruiter screening candidates, you may not realize that body language can determine 80% of the final decision. As video interviewing becomes widely used, could your body language jeopardize your success?

RISE OF THE VIDEO INTERVIEW

HR BUDGETS **DECREASED**...
VIDEO INTERVIEWS **INCREASED**.



Since 2011, the use of video interviewing has risen

49%

6 IN 10

HR managers use video to interview candidates.



WHY VIDEO MAKES SENSE

66% of candidates prefer to use video during the interview process.



- **36%** choose a time that suits them.
- **21%** don't have to travel.
- **20%** gain a face-to-face experience online.
- **18%** prefer its overall convenience.



HIRING MANAGERS



RECRUITERS

74% Video interviews make their jobs easier. **60%**

85% ...save them money. **88%**

88% ...reduce their time spent to fill positions. **90%**

76% ...are easy for them to conduct. **80%**

Video Interview Graphic

Why Online Interviews & Body Language

BODY LANGUAGE DECODED

Up to **93%** of communication is non-verbal.



HOW COMMUNICATION IS CONVEYED



55% HUMAN FACE



38% TONE OF VOICE



7% ACTUAL WORDS

+ POSITIVE BODY LANGUAGE

- NEGATIVE BODY LANGUAGE

HEAD NODDING

shows patience, understanding

MAINTAINING EYE CONTACT

shows interest, confidence

SMILING GENUINELY

shows positivity, warmth

LEANING FORWARD

shows interest, concern, understanding

FURROWED BROW

shows confusion, disagreement, discomfort

LACK OF EYE CONTACT

shows discomfort, dishonesty

FROWNING

shows discomfort, disinterest, tension

LEANING BACK

shows resistance, disinterest, doubt

6 BODY LANGUAGE SECRETS FOR YOUR NEXT ONLINE INTERVIEW

FRAME YOUR FACE.

Adjust your webcam to show you from mid-torso to just the top of your head.

SET THE SCENE.

Test the lighting and make sure the background isn't distracting, messy or cluttered.

DON'T FIDGET.

Not only do you reveal your anxiety, but you also risk muffling the audio.

MAKE EYE CONTACT.

Look directly into the camera when you're talking—not down at the monitor.

SUIT UP.

Style your hair, and dress professionally—jacket, dress shirt (and tie, for men).

TRUST YOUR TECH.

Test the app and practice before the interview to get comfortable with the tech and avoid surprises.