

How to Build Rapport in a Virtual Job Interview

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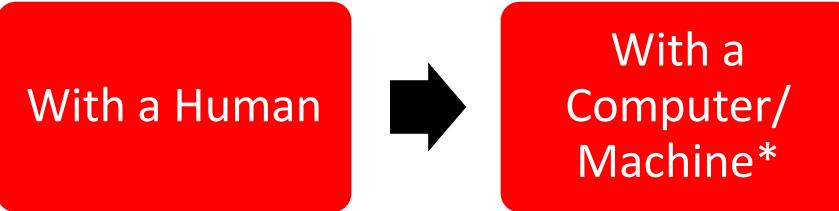
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RUTGERS

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Two Kinds of Virtual Interviews



- For **both types** of virtual interviews:
 - Establish an emotional connection by building rapport with the interviewer;
it is natural to build rapport with people we like
 - Focus on body language
 - Sit squarely facing the monitor
 - Prepare or at least appear to be prepared
 - Do not recite your resume or share life story
 - Stay on point
 - Avoid being long-winded
- For **computer or machine** interviews specifically...
 - **PRACTICE**... It is possible to practice AVI's or asynchronous video interviews online.
Here is an example of a website to help you practice for a small fee:
www.interviewfocus.com

Get used to the typical mode/sequence of machine interviews:

- Question is posed
- You're given a set amount of time to think
- Then click when ready to give/record your response

* And viewed briefly at another time by a human

Why it's so important to *look and behave* your best , especially in a virtual interview

- Three kinds of “influence” during an interview
 - Rational (skills, accomplishments, degree, employers, job titles)
 - Emotional (brand, culture, reputation, prestige, authority, perception)
 - Behavioral (looks, attire, age, communication, body language)
- Emotional influence is the strongest influence!
- Critical to establish an emotional connection;
know you + like you = trust – i.e. someone they want to do business with and work with.
- Hiring decisions are made on what they see:
 - 55% of communication is body language
 - 38% is voice
- Important to focus on your body language during a virtual interview by paying attention to emotional influence factors
- Talk about your adaptability and cultural fit with the hiring organization
- Very important: BE PREPARED

Technical Takeaways Regarding Computer Set-up

- Light your face; avoid shadows and backlight
- Use a non-distracting, plain background
- Camera should be eye level, not on chin or neck or chest
- If using a headset, make sure it's comfortable and delivers clear sound
- Dress appropriately, as if you were interviewing in person
- Determine your best close-up image distance and position in frame
- Make eye contact/ look at the interviewer on screen when speaking

RBSAA is grateful to Alex for his contribution to our series of career-related webinars.

Feel free to contact Alex if you have questions on this or any other topic regarding interview preparation; a coaching specialty of Alex's.



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