

FEEDBACK REPORT FOR PARTICIPANTS

**The Roles of Training and Practice in Asynchronous Video
Interviews**

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Research Project conducted by:

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Asynchronous video interviews (AVIs) have become a popular tool to screen and select job applicants. AVIs creates flexibility for job applicants, who can record their answers where and when they want. Yet, because this technology is new to many applicants, it could also create some apprehension or limit their ability to perform. Job seekers might thus turn to online resources for advice, coaching, or training, but does it really help?

This project examined whether providing training and/or practice influences interviewees' reactions, behaviors, and performance in AVIs.

The Issue:

AVIs are still relatively new and stressful for many applicants, who might rely on training offered by AVI providers, coaching service, or advice videos (dos/don'ts) on YouTube or other sites/social media. Many resources are available, but we know little about their effectiveness. For instance, can training help reduce applicant anxiety? Help them better structure their responses? Demonstrate their qualifications (or, in contrast, generate more faking)? Or lead to higher performance in AVIs?

The Research:

We conducted two studies with North American participants completing an AVI for a project manager role. In Study 1, participants watched a 16-minute training video (vs. not) and were offered the chance to practice using the AVI platform before the actual interview (vs. not). They then completed a 5-question AVI, and filled out self-reported measures of reactions, anxiety, and impression management use. Their video responses were coded for structure (based on the STAR method) and rated for performance. Study 2 focused on training only, relied on a sample of active job seekers, and included a second round of interviews.

The Findings:

Neither training nor practice had a strong effect on self-reported anxiety, reactions, or impression management (except slightly higher fairness perceptions). However, in Study 1, those who received the AVI training provided longer and more structured responses, and indirectly obtained higher performance ratings. In Study 2, people who completed a first AVI without training, then received the video-training and completed a 2nd AVI, improved their response structure and performance (while those who were initially trained did not improve in their 2nd interview).

The Practical Implications:

AVI-specific training can help! Interviewees should spend time collecting information about, and prepare themselves for, AVIs. Hiring organizations, in collaboration with AVI providers, should provide resources like training videos for job applicants, and encourage applicants to use them.

Open-access full-text of the full paper "Ready? Camera rolling... action! Examining interviewee training and practice opportunities in asynchronous video interviews" published in the *Journal of Vocational Behavior*: <https://authors.elsevier.com/a/1hTynRM4TNsM>