







The Interviewer – Storyboard (Draft 1) for Review


Notes for Reviewers:


- Please focus on the **accuracy** and **completeness** of the content during this review cycle. “Page breaks” for the online course will be adjusted after the content is edited.
- Use the **COMMENT TOOL** to ask questions or request revisions.
- Questions for reviewers are indicated with **green highlighting**. All questions will need to be resolved before programming can begin.
- Answers for scenarios are indicated with **yellow-highlighting**.
- Remember, the text in the left column will be narrated audio.
 - There will be “connecting” words and phrases that would not appear in a written procedure. If the wording seems awkward to you, try reading the text aloud to see how it fits, then make changes if it still seems necessary.
 - Formatting is merely to aid the voiceover talent: remember, learners will hear – not see – this text.
 - Capitalization is not important in the left column, but is especially important in the next column, “Visual/Display.”

Sc. #	Audio / Voiceover	Visual / Display	Interaction
1	<p>Welcome</p> <p>[1] Welcome to The Interviewer. This course will take approximately 12 minutes to complete. If you need assistance navigating this course, click the [2] NAVIGATION button. Are you ready to jump right in? Well, click [3] START to begin the course.</p>	 <p>Background: HTML - #568A88</p>  <ul style="list-style-type: none"> • Two grey buttons outlined in a darker grey displays the text, START in one, and NAVIGATION in the other. • Text is white in Goudy Old Style font. 	<ul style="list-style-type: none"> • When the slide begins, FADE IN the background, title, and icon. • MOTION PATH from left to right for the avatar that enters the slide at the onset of the slide. • The learner clicks on the START or NAVIGATION button to begin course. Add trigger that moves learner to Slide #2: Navigation. Add trigger that moves learner to Slide #3: Objectives. • The audio begins automatically once the slide begins. • NAVIGATION button uses MOTION PATH from right to left at the second cue. START button uses MOTION PATH from right to left at the third cue.

Sc. #	Audio / Voiceover	Visual / Display	Interaction
2	<p>Navigation</p> <p>To move backward and forward in the course, simply select the [1] previous and [2] next buttons. Want to see something again? Select the [3] refresh button. Need to pause the course? Select the [4] play/pause button. Want to navigate to a different section in the course? Select the [5] menu button. Do you want to review the additional information for the course? Select the [6] resources button.</p> <p>So, let's get started. Click the [7] next button to proceed.</p>	 <p>Transparent overlay covers the image.</p> <p>Arrows: HTML - #568A88</p>	<ul style="list-style-type: none"> • When the slide begins, FADE IN the background. • Green arrows with SHADOW OFFSET CENTER shape effect enter the screen using MOTION PATHS. • Arrows are timed to audio. • Learner clicks NEXT to proceed to the following slide.
3	<p>Course Objectives</p> <p>By the end of this course, you should be able to: [1] Interpret each part needed to establish an effective interviewing strategy. [2] Determine the proper timeline from interview to offer when selecting applicants. [3] Explore the system for defining the job and the skills needed prior to completing an interview. [4] Review the company's best practices for preparing for an interview. [5] Decide key characteristics of a skilled interviewer, which will be used to train hiring managers and recruiters. Once complete, click the next button to proceed.</p>	<p>Master Slide:</p>  <p>Title: Course Objectives</p> <ul style="list-style-type: none"> • Beneath the black line, display five transparent rectangles horizontally and distributed evenly. • Rectangles use the HTML - #568A88 with 50% transparency. • In the top right corner of each rectangle is a lightbulb icon. 	<ul style="list-style-type: none"> • When audio begins, bring in the slide. • The title and icon are on the slide when the slide appears. • Each objective FLYS IN from the top and is timed to the audio. • The audio begins automatically at the onset of the slide. • Learner clicks NEXT to proceed to the following slide. • NEXT button is disabled until the audio is completes.

Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<ul style="list-style-type: none"> • Each rectangle is title OBJECTIVE with the corresponding number. • Below the title, the objective is displayed. • Text is white in Goudy Old Style font. • Lightbulb serves as bullet point for each objective.  <p>(Lightbulb illustration can be found in Content Library 360.)</p>  <p>Background: Square shape that is grey with gradient format.</p> <ul style="list-style-type: none"> • A ¼ inch rectangle bar line the bottom of the slide. • Beneath the title is a black line at 4px weight. <p>By the end of this course, you should be able to: Interpret each part needed to establish an effective interviewing strategy. Decide the proper timeline from</p>	



Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<p>interview to offer when selecting applicants. Explore the system for defining the job and the skills needed prior to completing an interview. Review the company's best practices for preparing for an interview. Decide key characteristics of a skilled interviewer, which will be used to train hiring managers and recruiters.</p>	
4	<p>Introduction</p> <p>[1] All companies need to hire people from time to time. [2] However, how a candidate is interviewed is often an afterthought. [3] To hire the best people, you need an interviewing strategy. Interviewing done right is challenging work. [4] For the last 12 years, we have been doing deep technical interviews when hiring people for our projects and for our clients' projects. [5] Our focus is on the interview.</p> <p>An interviewing strategy must consider seven points. Click each hexagon below for more information. Once you have viewed each point, click NEXT to proceed.</p>	<p>Master Slide:</p>  <p>Base Layer</p> <p>Title: Introduction</p> <p>Text: Click each hexagon for more information.</p> <ul style="list-style-type: none"> This slide uses the Quantum tab interaction template from Content Library 360 and is modified using the course colors. The background of the slide is grey. 	<p>Base Layer</p> <ul style="list-style-type: none"> When audio begins, bring in the slide. Stock footage that matches the ideas in the text are scaled and appear on the laptop screen. (5 videos) Images are timed to audio. Each hexagon uses a trigger that states SHOW LAYER when Tab # clicked. NEXT button is disabled until the audio ends. Hexagons are covered with a transparent overlay that is in the NORMAL state when the audio begins. The state changes to HIDDEN once the audio ends.

Sc. #	Audio / Voiceover	Visual / Display	Interaction
	<p>Layer #1: Don't waste a candidate's time. A suitable candidate has other opportunities besides yours. Get them in, interview them, and get them a decision. It is the right thing to do, and the candidate will appreciate the courtesy.</p> <p>Layer #2: You must know exactly what you're looking for. If you do not, then don't start the interviewing process. You're wasting your time and more importantly the candidate's time. Define the job and the skills needed.</p> <p>Layer #3: You should do everything in your power to avoid using a checklist. You are not placing an order for individual components to be assembled into a finished product. You're interviewing.</p> <p>Layer #4: You must be prepared with the questions that you intend to ask. If you don't take the time to compile a list of questions in advance, the only topic that may come up for discussion is the current weather.</p> <p>Layer #5: People in the interview - including hiring managers - need to be trained. Do not let just anybody perform an interview. Help them to do it properly.</p> <p>Layer #6: The objective of the interview is to identify a candidate who is qualified for the position and is capable of carrying out the responsibilities of the job to your satisfaction, so that you can hire that person.</p> <p>Layer #7: Ensure that the candidate speaks with each person. It is necessary for the candidate to speak with those who will be making the decision. Don't make him experience the interview process more than needed.</p>	<ul style="list-style-type: none"> • The top half of the slide is HTML: #568A88. • Text is white in Goudy Old Style font. • Each hexagon is number; begins with one and ends with six. • Hexagons are in HTML: #568A88. • The line below the title is grey. • The laptop is centered and scaled to 646px width and 361px height. • Text is white in Goudy Old Style font. <p>Secondary Layers</p> <ul style="list-style-type: none"> • These layers have the same format as the base layer without the hexagons. • A lightbulb is in the bottom right corner of the slide. • Text is displayed on the laptop. 	<ul style="list-style-type: none"> • Learner clicks NEXT to proceed to the following slide. <p>Secondary Layers</p> <ul style="list-style-type: none"> • Text from the narration will appear on the computer screen using the WIPE animation from left to right to simulate that the text is being typed • Learner will click the lightbulb to EXIT slide.

Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<p><u>Layer #1:</u></p> <p>Title: Timeliness</p> <p>Text: Click the lightbulb below to EXIT.</p> <p>Main Text: Don't waste a candidate's time. A suitable candidate has other opportunities besides yours. Get them in, interview them, and get them a decision. It is the right thing to do, and the candidate will appreciate the courtesy.</p> <p><u>Layer #2:</u></p> <p>Title: Know what you want.</p> <p>Text: Click the lightbulb below to EXIT.</p> <p>Main Text:</p> <p>You must know exactly what you're looking for. If you do not, then don't start the interviewing process. You're wasting your time and more importantly the candidate's time. Define the job and the skills needed.</p>	

Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<p><u>Layer #3:</u> Title: Don't have a checklist. Text: Click the lightbulb below to EXIT. Main Text: You should do everything in your power to avoid using a checklist. You are not placing an order for individual components to be assembled into a finished product. You're interviewing.</p> <p><u>Layer #4:</u> Title: Prepare for your interview. Text: Click the lightbulb below to EXIT. Main Text: You must be prepared with the questions that you intend to ask. If you don't take the time to compile a list of questions in advance, the only topic that may come up for discussion is the current weather.</p>	


Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<p><u>Layer #5:</u> Title: Train the Interviewers Text: Click the lightbulb below to EXIT. Main Text: People in the interview - including hiring managers - need to be trained. Do not let just anybody perform an interview. Help them to do it properly.</p> <p><u>Layer #6:</u> Title: Remember the Purpose Text: Click the lightbulb below to EXIT. Main Text: The objective of the interview is to identify a candidate who is qualified for the position and is capable of carrying out the responsibilities of the job to your satisfaction, so that you can hire that person.</p> <p><u>Layer #7:</u> Title: Meet All Decision Makers Text: Click the lightbulb below to EXIT. Main Text: Ensure that the candidate speaks with each person. It is necessary for the candidate to speak with those</p>	

Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<p>who will be making the decision. Don't make him experience the interview process more than needed.</p>	
5	<p>Introduce Yourself</p> <p>[1] Now that you have explored each component of building a successful interview strategy, [2] let's practice by experiencing each component in action. [3] Type your name in the box below and click [4] submit to begin your journey.</p>	 <p>[1] Image of an office space with no people is displayed.</p> <p>[2] Grey, transparent overlay.</p> <p>[3] Text entry field is formatted to a grey gradient color.</p> <p>Text: Type your name here.</p> <p>[4] A grey button, outlined in a darker grey, displays the text, SUBMIT, beneath the text entry field.</p>	<ul style="list-style-type: none"> • Image is timed to the audio and uses the vertical RANDOM BARS animation for the duration of 1.5s. • Transparent overlay is timed to the audio and uses the WIPE animation that travels from right to left for the duration of 1.25s. • Submit button has a variable trigger: FirstName equal to the typed value when Text Entry loses focus.
6	<p>Meet the Team</p> <p>Welcome! You have been hired as our newest recruiter. I am Sukiyo, one of the hiring managers on the team. Currently, there are [1] two hiring managers and [2] two recruiters on our team; you are now the fifth addition to the hiring committee. Before we get started, take time to meet the team. [3] Click each member to learn more. Once you have viewed each team member, click NEXT to proceed.</p>	<p>Meet the Team</p> 	<p>Base Layer</p> <ul style="list-style-type: none"> • When the slide begins, the image FADES IN for the duration of 1.5s. • Avatar Sukiyo appears on the screen using a MOTION PATH that transitions from left to right for the duration of twos. • Grey, transparent overlay appears from the right using

Sc. #	Audio / Voiceover	Visual / Display	Interaction
	<p><u>Layer #1 Sukiyo</u></p> <p>Hello, I am Sukiyo. I am the [1] most veteran team member who has been [2] serving this company for 40 years with [3] fifteen of those years being in Human Resources. I completed my [4] degree in Telecommunications in 1981 and soon begin collaborating with the company as a secretary. My boss frequently read Time magazine. Well, instead of naming a person of the year, in 1982, Time magazine named the computer, "The Machine of the Year." After viewing that cover, I was [5] intrigued and determined to make a name for myself in the technological world. I went on to [6] hold many technical roles within the company and have seen how technology has changed the world. As a hiring manager, I am [7] well-versed in what it takes to get the job done.</p> <p><u>Layer#2 Harriet</u></p> <p>Greetings, I am Harriet. I have [1] worked for the company for over 25 years. [2] Twenty of those years were spent in coding with the [3] last five years in talent acquisition; this is my [4] first year as a hiring manager. When I started with the company I [5] was not well received by my co-workers; however, [6] Sukiyo was my mentor and taught me everything I know. Thanks to her mentorship and the hiring team who took a chance on me, [7]I blossomed as a coding guru. Though I genuinely enjoyed my career in coding, being a hiring manager [8] feels more like my life's calling because I get to provide opportunity to those who may otherwise be overlooked.</p>	<p><u>Base Layer</u></p> <ul style="list-style-type: none"> • The four team members' avatars are standing side by side to the left of the slide with an empty office as the background. • A grey, transparent overlay that covers one-third of the image on the slide. • Centered on the transparent overlay is the text Welcome, (text entry capture)! in white, Goudy Old style font. <p><u>Secondary Layers</u></p> <ul style="list-style-type: none"> • Each layer displays the respective avatar centered and to the left of the slide. • Above the avatar is that avatar's name in white, Goudy Old Style font. • A grey, transparent overlay covers ½ of the slide. • A lightbulb is in the bottom right corner of the overlay. 	<p>the WIPE animation for the duration of 1.25s.</p> <ul style="list-style-type: none"> • Hiring manager number two, Harriet, appears at cue #1. • Recruiters, Nicole, and Gail, appear at cue #2. • Trigger #1: SHOW LAYER (Sukiyo) when the user clicks CHARACTER 1 • Trigger #2: SHOW LAYER (Harriet) when the user clicks CHARACTER 2 • Trigger #3: SHOW LAYER (Gail) when the user clicks CHARACTER 3 • Trigger #4: SHOW LAYER (Nicole) when the user clicks CHARACTER 4 • Learner clicks NEXT to proceed to the following slide. • Avatar's HOVER state changes to a THINKING style with NEUTRAL emotion. • Avatar's VISITED state changes to a NEUTRAL style with NEUTRAL emotion. • NEXT button is disabled until the audio is completes. <p><u>Secondary Layers</u></p> <ul style="list-style-type: none"> • The learner clicks the lightbulb icon to exit the slide.

Sc. #	Audio / Voiceover	Visual / Display	Interaction
	<p><u>Layer#3 Gail</u></p> <p>Hello there, I am Gail. I have [1] worked for the company for 10 years. [2] All of my years with the company have been in Human Resources in the Talent Acquisition department. Though I am [3] not as well-versed in the technical aspects of the job, my [4] bachelor's and master's degree in Human Resources Management have [5] equipped me with the ability to recruit, motivate, and retain some of the best talent in the technological field. I believe in [6] seeking out talent that is pioneering and innovative, while maintaining the social, ethical, legal, and economic issues an organization can face.</p> <p><u>Layer#4 Nicole</u></p> <p>Hi, I am Nicole. I am the more [1] novice member of the team who recently graduated from the [2] University of Texas with a Human Resources Management degree. This is my [3] second year as a recruiter with the company. My [4] grand ideas may not translate effectively in the real world, so I am [5] learning to match theory with real-world application.</p>	<p>The following bulleted text is displayed on its respective layer.</p> <p><u>Layer #1 Sukiyo</u></p> <ul style="list-style-type: none"> • most veteran team member • serving this company for 40 years • 15 years in Human Resources. • degree in Telecommunications in 1981 • intrigued and determined to make a name for myself in the technological world • held many technical roles within the company • well-versed in what it takes to get the job done. <p><u>Layer#2 Harriet</u></p> <ul style="list-style-type: none"> • worked for the company for over 25 years. • Twenty of those years were spent in coding • last five years in talent acquisition • first year as a hiring manager • was not well received by my co-workers • Sukiyo was my mentor 	<ul style="list-style-type: none"> • Bulleted text is timed to the audio.

Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<ul style="list-style-type: none"> • blossomed as a coding guru. • feels more like my life's calling <p><u>Layer#3 Gail</u></p> <ul style="list-style-type: none"> • worked for the company for 10 years. • all years with the company have been in Human Resources • not as well-versed in the technical aspects of the job • Bachelors and Master's degree in Human Resources Management • equipped with the ability to recruit, motivate, and retain talent • seeks out talent that is pioneering and innovative <p><u>Layer#4 Nicole</u></p> <ul style="list-style-type: none"> • novice member of the team • recently graduated from the University of Texas with a Human Resources Management degree • second year with the company as a recruiter • grand ideas 	


Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<ul style="list-style-type: none"> learning to match theory with real-world application. 	
7	<p>Timeliness</p> <p>After becoming familiar with the members of the team, we will know focus on the interview strategy component: Timeliness. To get started, simply click the image to the left to view a reenactment, where timeliness was challenged.</p> <p>Narration 1: Meet Stephanie Kelly. She is a coder who has diligently been networking on LinkedIn for a coding position. Her networking finally pays off when she receives a call from a recruiter at Tech Solutions.</p> <p>Recruiter: (phone answered) Hello, is Stephanie available?</p> <p>Stephanie: This is she.</p> <p>Recruiter: Well, hi there, my name is Gail, and I am a recruiter for Tech Studios. I reviewed your credentials on LinkedIn and would like to discuss your skills in further detail. Would you be available for an interview on Thursday, June 16th at 10:30 am on ZOOM?</p> <p>Stephanie: Please allow me to check my calendar. Okay, one second. Well, it looks like Thursday, June 16th works perfectly.</p> <p>Recruiter: That sounds great! I will send over the details by email. I look forward to speaking with you then. Have an enjoyable day.</p> <p>Stephanie: Thank you; you as well.</p> <p>Narrator: Three days later...</p>	 <p>Title: Timeliness</p> <ul style="list-style-type: none"> A Vyond video is aligned to the left of the slide. Framing the video is a rectangle with rounded edges in HTML: #568A88. A white-filled track that is outlined in HTML: #568A88 with the thumb in the same color is situated in the bottom right of the slide. The slider has four stopping points. Cropped images of each avatar, representing the fictional team members, is situated above the slider. Beneath the slider a grey button, outlined in a darker grey, displays the text, SUBMIT, in white, Goudy Old Style text. 	<ul style="list-style-type: none"> The learner clicks PLAY to view the video. The learner uses the slider to select the team member who provides the best solution. As the learner moves the thumb, and settles on an avatar, audio and text of the provided answer is triggered to begin. The learner clicks SUBMIT once a choice is made. The slider's range: Start 1, End 4. Grey, transparent overlay appears from the right using the WIPE animation for the duration of 1.25s. The text, avatar, slider, and SUBMIT button, located to the right of the slide, use the MOTION PATH animation transitioning from RIGHT to LEFT simultaneously and timed to audio. The text answer will appear on the left side of the slide and appear when the audio answer begins.

Sc. #	Audio / Voiceover	Visual / Display	Interaction
	<p>Narration 2: After the interview with the recruiter, a hiring manager calls Stephanie to schedule an interview at the office with the entire hiring team. However, a day later, the interview had to be rescheduled for a later time and would now be on ZOOM.</p> <p>Stephanie: (thought) Well at least they didn't call to cancel the interview.</p> <p>Narration 3: The day of the interview arrives, and Stephanie is excited. She logs in to ZOOM 10 minutes early and waits to be accepted into the room for the interview. The interview was scheduled for 1pm. 1pm turns into 1:10, then 1:20, and finally 1:30. Stephanie gets frustrated and decides to call the offices of Tech Solutions. Stephanie explains to the receptionist that she is scheduled for an interview on Zoom, but the interviewers have not arrived. The receptionist then transfers Stephanie to the hiring manager's line.</p> <p>(Phone rings)</p> <p>Harriet's Voicemail: You have reached Harriet Johnson, hiring manager at Tech Solutions. I am unable to take your call currently. Please leave your name, number, and the reason for your call. Calls will be returned within 24 hours. Thank you for choosing Tech Solutions, where it is always our pleasure.</p> <p>Stephanie: Hi, this Stephanie Kelly. I am currently on the ZOOM call for today's interview that was scheduled at 1 pm. No one has shown up for the interview. I can be reached at 713-222-3456.</p> <p>Narrator: Seven days later...</p>	<ul style="list-style-type: none"> • A grey, transparent overlay covers the entire image on the slide. • The text answer will appear on the left side of the slide. <p style="text-align: center;">Vyond Video</p> <ul style="list-style-type: none"> • The setting bounces between the offices of Tech Studios and the prospective employee's home. All images are timed to audio. • An image of Kelly appears in a home setting when the narrator begins. Images of computers and LinkedIn appear on the screen to be timed with audio from Narration 1. • The scene transitions to the phone call Stephanie had with the recruiter. There is a split screen with Stephanie on the left side holding a phone and the Recruiter on the right side in an office. Thought bubbles hover over their heads as they speak. • The text: Seven days later... pans the screen from left to right with 	<ul style="list-style-type: none"> • Sukiyo's Tips automatically appear at the end of each scenario. (trigger needed) • Learner clicks continue on feedback pop-ups to proceed. • Learner clicks NEXT to proceed to the following slide. • NEXT button is disabled until the video is completes. <p>The following question appears as a pop-up once the video ends.</p> <ul style="list-style-type: none"> • Based on the scenario presented in the video, how could the hiring manager have better overseen this situation?


Sc. #	Audio / Voiceover	Visual / Display	Interaction
	<p>Narration 4: Stephanie receives an email from Tech Solutions.</p> <p>Harriet’s e-mail: Stephanie, Thank you for your patience. We were unable to complete the interview at the scheduled time due to unforeseen challenges here at the office. If you are still available, we would like to revisit an interview for June 28th at 1 pm in-person at our office. Please advise. With regards, Harriet Johnson.</p> <p>Stephanie’s e-mail:</p> <p>Harriet, I have no desire to reschedule and am no longer considering the position. Thank you for your time, With kind regards, Stephanie Kelly.</p> <p>Question: Based on the scenario presented in the video, how could the hiring manager have better overseen this situation? Move the slider to make your choice. Be sure to select the BEST option. Click SUBMIT to proceed.</p> <p>Point#1: Sukiyo</p> <p>The hiring manager was aware there could be a conflict of time prior to the interview, which is why it had to be rescheduled. The hiring manager should have anticipated the problem and had contingencies in place.</p> <p>Point #2: Harriet</p> <p>The hiring manager should have respected the potential employees time, and immediately contacted her by phone when she knew the interview would not proceed.</p> <p>Point #3: Gail</p> <p>The hiring manager should have respected the potential employees time by having a representative from the</p>	<p>Stephanie’s home being the background.</p> <ul style="list-style-type: none"> Stephanie stands in her living room on the phone speaking with the hiring manager who is rescheduling the interview. Thought bubbles with matching images hover over their heads during Narration #2. Day of the interview, Stephanie is dressed professionally and sitting in front of her laptop awaiting the interview. A clock appears with the minute hand moving from 1:00 to 1:10 to 1:20 to 1:30. Stephanie’s excitement turns to disappointment as she waits in the background. The scene transitions to the phone call Stephanie had with the receptionist. There is a split screen with Stephanie on the left side holding a phone and the receptionist on the right side at the front desk of the office. Thought 	


Sc. #	Audio / Voiceover	Visual / Display	Interaction
	<p>hiring team enter the ZOOM call to explain that issues out of their control are preventing them from completing the interview.</p> <p>Point #4 Nicole</p> <p>The hiring manager should have respected the potential employees time, and immediately contacted her by text message or email when she knew the interview would not proceed.</p> <p>Question: Based on the scenario presented in the video, how could the hiring manager have better overseen this situation?</p> <p>Gail's Tips: There's nothing more frustrating than having a great candidate and [1] then losing him because the hiring manager does not put a [2] priority on getting the interview completed. If hiring someone is important to you, then get the interview [3] scheduled for the earliest possible time. [4] Remember, our company is not the only opportunity available to the candidate.</p> <p>Click NEXT to proceed.</p>	<p>bubbles hover over their heads as Narration 3 is read.</p> <ul style="list-style-type: none"> • The scene transitions to Stephanie leaving a voice message for the hiring manager. • Harriet's email is displayed. • Stephanie's email is display. <p>Question: Based on the scenario presented in the video, how could the hiring manager have better overseen this situation?</p> <p>Text: Move the slider to make your choice. (displayed above the avatar on the right side of the slide)</p> <p>Point#1: Sukiyo</p> <p>The hiring manager was aware there could be a conflict of time prior to the interview, which is why it had to be rescheduled. The hiring manager should have anticipated the problem and had contingencies in place.</p> <p>Point #2: Harriet</p> <p>The hiring manager should have respected the potential employees time and contacted</p>	


Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<p>her by phone when she knew the interview would not proceed.</p> <p>Point #3: Gail</p> <p>The hiring manager should have respected the potential employees time by having a representative from the hiring team enter the ZOOM call to explain that issues out of their control are preventing them from completing the interview.</p> <p>Point #4 Nicole</p> <p>The hiring manager should have respected the potential employees time, and immediately contacted her by text message when she knew the interview would not proceed.</p> <p>Correct: Great Job! You selected the BEST solution.</p> <p>Incorrect: Though all are viable options, Gail’s prospective is the BEST option because it allows the potential employee to see she is valued by having face-to-face contact with a member of the hiring team.</p> <p>Try Again: Not quite! You DID NOT select the BEST solution.</p>	

Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<p>Gail's Tips automatically appear at the end of the scenario.</p> <ul style="list-style-type: none"> • Gail appears on the screen to provide her tips as a pop-up. • Gail is aligned to the left. As she speaks, key points from the narration displays on the left side of the pop-up. <ol style="list-style-type: none"> 1. Do not lose a great candidate. 2. Do prioritize getting the interview completed. 3. Do scheduled for the earliest possible interview time. 4. Do remember, our company is not the only opportunity available to the candidate. 	
8	<p>Know What You Want</p> <p>Sukiyo: [1] Once earlier in my career as a hiring manager, we posted a job opening for a web designer. [2] The recruiting team collaborated with me to define the skills and the role of our ideal candidate. We also met to understand the personalities and culture. Once the recruiters had this, they started scouting for talent. [3] Two or three weeks later after sifting through dozens and dozens of resumes and interviewing candidates, they submitted a candidate which they believed was a perfect fit. [4] The recruiters scheduled a screening and interviewed their candidate. Since the</p>	 <p style="text-align: center;">Base Layer</p> <p>Title: Know What You Want</p> <p>Text: Click the image below to follow Sukiyo as she discusses</p>	<ul style="list-style-type: none"> • Learner presses play to view the Powtoon video. • Learner presses PROCEED once the Powtoon video is complete. • Trigger is added to change Sukiyo's state to POSITIVE emotion and NEUTRAL style at Cue One to be timed to audio. • NEXT and PREVIOUS buttons are disabled.

Sc. #	Audio / Voiceover	Visual / Display	Interaction
	<p>recruiters always do a post interview with their candidate, they found out that I told them about a job other than the one the recruiters had described. [5] When asked about it, I told them that I decided that there were some additional skills which the candidate did not have, but I never told the recruiters. [6] As a result, the recruiters wasted their time and the candidate's time, so the candidate now has a bad view of the company. [7] None of this was necessary. I learned that I must know what I want before I waste people's time and make myself look bad in the process.</p> <p>[1] Now, let us practice dissecting a job description to determine what is required from an employee for a particular role.</p> <p>Click the [2] proceed button below to begin.</p>	<p>a huge mistake that wasted valuable time for her, the company, and a prospective employee. (text to be added on top of the rounded rectangular shape beneath the slide title)</p> <ul style="list-style-type: none"> • This slide uses the Journey one-person scenario template from Content Library 360 and is modified using the course colors. • The avatar is changed to Sukiyo in a THINKING style with NEUTRAL emotion and is aligned to the left of the slide. • The avatar is changes to Sukiyo in a thinking style with neutral emotion. • The title is white, in Goudy Old Style Text. • The scenario text box is deleted. • The text is expanded to cover the entire rounded corner rectangular shape. 	

Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<ul style="list-style-type: none"> The rectangular shape is outlined in white with a HTML: #568A88 fill. The bulleted circles are in HTML: #568A88 fill. The background uses the image below with a grey transparent overlay.  <ul style="list-style-type: none"> When the slide begins, the numbered bullets and text are covered by the video. Powtoon video with still shots/images rotate and is timed to the audio. A grey button outlined in a darker grey displays the text, proceed, and will appear beneath the video once the video completes. Only use the BASE layer of the template for this slide. Sukiyo's state changes to POSITIVE emotion and NEUTRAL style at Cue One to be timed to audio. 	

Sc. #	Audio / Voiceover	Visual / Display	Interaction
9	<p>Know What You Want II</p> <p>Harriet: Our company, Tech Solutions, is hiring for a Web and Visual Designer. Today you will dissect a job description to ensure you are able to determine which category each description belongs. By completing this task, you will be able to evaluate if you Know What You Want when seeking a candidate for this job.</p> <p>To my right you will see the titles [1] Round 1, [2] Round 2, [3] Round 3, and [4] Round 4. Once you select a round, a [5] whiteboard will appear with four descriptions to be place in the correct column. The categories are: [6] Essential Duties/Responsibilities, [7] Required Experience, [8] Additional Knowledge, Skills, and [9] Abilities, and finally, [10] Technical Skills. You will have two chances to sort the descriptions successfully. If you find it difficult to decide, click the marker next to each title for a hint. [11] If you are ready to begin a game of Sort the Job Description, click Round 1 to begin.</p> <p>SFX, Beep Glassy Up High 01, from Soundstrip</p> <p>Harriet's Tips:</p> <p>If we do not [1] know exactly what we want and need, then how are we going to interview somebody and know they are the right match for the job? An important first step is to [2] fully define the job. We want to [3] know the technologies involved, the team culture and dynamic, as well as [4] the business skills needed to do the job.</p>	 <p>Title: Know What You Want II</p> <p>Text: Click each number below to complete a round of Sort the Job Description. (text to be added on top of the rounded rectangular shape beneath the slide title)</p> <ul style="list-style-type: none"> Round one, Round 2, Round 3, Round 4 aligned to the right beneath the rounded rectangular shape. Serving as the background of the text are four transparent rectangles in HTML: #568A88. <p>Base Layer</p> <ul style="list-style-type: none"> Slide eight is duplicated. However, on this slide, the bulleted numbers are visible with no video. The cropped avatar is changed to Harriet in a THINKING style with NEUTRAL emotion and is 	<ul style="list-style-type: none"> Learner clicks titles to reveal layers to the drag and drops. Learner drags and drops descriptions to the appropriate column. SFX, Beep Glassy Up High 01 from Soundstrip, plays once each drop is complete. Learner clicks the lightbulb icon to exit slide. Rounded rectangular shapes will change state to fit the column when drag and drop is released. Once all descriptions have been placed, a feedback pop-up will appear. The round titles change states while being timed to audio. A pop-up of a screenshot of the whiteboard layer is timed to the audio. Category titles are highlighted while being timed to audio. The whiteboard becomes hidden, and the Round 1 title is highlighted at Cue 11. Round titles state will change to VISITED once clicked. Learner clicks the marker for a hint.


Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<p>aligned to bottom left of the slide.</p> <p><u>Secondary Layers</u></p>  <ul style="list-style-type: none"> • Use the image above as the layer's background. • Create a 4-column chart that equally divides the whiteboard. • In the bottom right corner is a lightbulb icon. • The following titles will define each column. <ol style="list-style-type: none"> 1. Essential Duties/Responsibilities <p>Tip #1: These skills are not the main job; however, they ensure that the main job is completed successfully.</p> <ol style="list-style-type: none"> 2. Required Experience <p>Tip #2: These skills are what makes the prospective employee an expert in their position. They also are skills the company should not have to train or upskill the</p>	<ul style="list-style-type: none"> • The slide proceeds automatically once the last round is complete. • A number variable tallies the learners score to be revealed on the results slide. • The NEXT and PREVIOUS buttons are disabled.

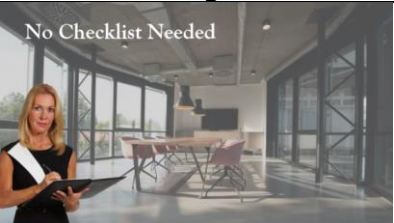
Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<p>prospective employee in to be successful.</p> <p>3. Additional Knowledge, Skills, and Abilities</p> <p>Tip #3: These are soft skills. This is where you focus on the prospective employee’s personal attributes. These skills come natural to the prospective employee.</p> <p>4. Technical Skills</p> <p>Tip #4: These are hard skills that focus on the prospective employee’s technical knowledge.</p> <ul style="list-style-type: none"> • A marker is displayed next to each title. The text box displays a tip. <p>The text and chart are in Goudy Old Style text in HTML: #568A88.</p> <p>Centered and stacked beneath the whiteboard are four job descriptions on top of a rounded rectangular shapes in HTML: #568A88.</p> <p>Round 1 Descriptions:</p> <ul style="list-style-type: none"> ○ Essential Duties/Responsibilities 	

Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<p>Manage multiple projects simultaneously and coordinate with other cross-functional teams</p> <ul style="list-style-type: none"> ○ Required Experience <p>Ability to prepare, package, and pre-flight files for production purposes.</p> <ul style="list-style-type: none"> ○ Additional Knowledge, Skills, and Abilities <p>Excellent written and verbal communication skills</p> <ul style="list-style-type: none"> ○ Technical Skills <p>Expert level Adobe Creative Suite: InDesign, Illustrator and Photoshop</p> <p>2 Descriptions:</p> <ul style="list-style-type: none"> ○ Essential Duties/Responsibilities <p>Collaborate with the team and copywriter to design for multiple campaigns with various media deliverables.</p> <ul style="list-style-type: none"> ○ Required Experience <p>Able to execute quickly, as needed, to support customers through crises, such as severe weather events and other emergency scenarios</p>	


Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<ul style="list-style-type: none"> ○ Additional Knowledge, Skills, and Abilities <p>Ability to think strategically and provide creative solutions</p> <ul style="list-style-type: none"> ○ Technical Skills <p>HTML, CSS, Dreamweaver, or Visual Studio (at least 1-3 years)</p> <p>Round 3 Descriptions:</p> <ul style="list-style-type: none"> ○ Essential Duties/Responsibilities <p>Routinely create and update landing pages and promos within our in-house content management systems.</p> <ul style="list-style-type: none"> ○ Required Experience <p>Expertise in layout and composition, typography, color palettes, grid systems, and knowing the difference when creating web imagery vs. print imagery in the correct resolution</p> <ul style="list-style-type: none"> ○ Additional Knowledge, Skills, and Abilities <p>Strong critical thinking skills required</p> <ul style="list-style-type: none"> ○ Technical Skills <p>Knowledge of HTML/CSS to create/update our existing email</p>	

Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<p>templates and/or web pages that are also mobile responsive</p> <p>Round 4 Descriptions:</p> <ul style="list-style-type: none"> ○ Essential Duties/Responsibilities <p>Communicate to internal clients regarding project priorities, progress, deadlines, and outstanding questions regularly</p> <ul style="list-style-type: none"> ○ Required Experience <p>Participate in strategy discussions and provide creative solutions</p> <ul style="list-style-type: none"> ○ Additional Knowledge, Skills, and Abilities <p>Practices strong organizational and time management skills</p> <ul style="list-style-type: none"> ○ Technical Skills <p>Advanced knowledge of Adobe Creative Suite: InDesign, Photoshop, Illustrator and Dreamweaver</p> <p>Correct: Great Job! You placed each description in the correct column.</p> <p>Incorrect: (Display the correct answers)</p>	

Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<p>Try Again: Not quite! You DID NOT place each description in the correct column.</p> <p>Harriet’s Tips automatically appear at the end of the scenario.</p> <ul style="list-style-type: none"> • Harriet appears on the screen to provide her tips as a pop-up. • Harriet is aligned to the left. As she speaks, key points from the narration displays on the left side of the pop-up. <p>Remember:</p> <ol style="list-style-type: none"> 1. know exactly what you want and need 2. fully define the job 3. know the technologies involved, the team culture and dynamic 4. the business skills needed to do the job 	
10	<p>Results Page – Sort the Job Description</p> <p>Now, that you have completed the Sort the Job Description game. Take time to review your results. Once complete, click NEXT to proceed.</p>		<ul style="list-style-type: none"> • Learner clicks NEXT to proceed to the following slide. • Chart is populated with variables for each round.

Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<ul style="list-style-type: none"> • A grey, transparent overlay covers the entire image on the slide. • A rounded rectangular shape in HTML: #568A88 outlined in white is displayed below the title. • All text is in Goudy Old Style. • A chart with listing the rounds is displayed and aligned to the right. • A lightbulb icon symmetrical in size to the chart is aligned to the left. 	
11	<p>No Checklist Needed</p> <p>Knowing what you want is good. But [1] do not have a checklist that would [2] eliminate most or [3] even all candidates. Software, for example, changes all the time. [4] Some new framework that's hot today will be replaced by some other framework in six months. What you need is a smart person not a robot. Look for that smart person and he or she will learn what is needed to do the job.</p> <p>Identify the importance of no checklist by checking off the "whys" on the clipboard. Once complete, click NEXT to proceed.</p> <p>Gail's Tips: Remember, do not use a list to [1] eliminate most or all candidates. [2] Software evolves often. Today's hot [3] framework will be replaced in six months. You need a human, not a robot. [4] Smart people will learn the job's requirements.</p>	 <p>Title: No Checklist Needed</p> <p>Text: Identify the importance of no checklist by checking off the "whys" on the clipboard.</p> <ul style="list-style-type: none"> • Slide nine is duplicated. However, on this slide, in the place of the bulleted numbers, the image of a clipboard with blank paper will be customized as a checklist. 	<ul style="list-style-type: none"> • The learner clicks NEXT to proceed to the following slide. • An image of an X ZOOMS CENTER over the checklist. • Job applicant icons appear on the screen. Three of the icons WIPES from left to right. Then the final icon WIPES from left to right. • Infographic of a framework appears on the screen but then FADES out to exit. • Learner checks WHYS on checklist. • NEXT button is disabled until the audio is completes.

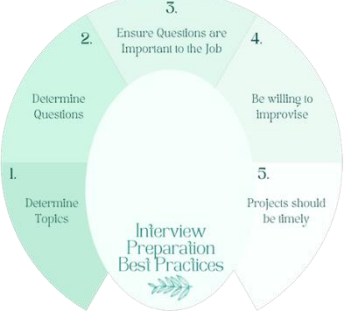

Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<ul style="list-style-type: none"> • The cropped avatar is changed to Gail in a HOLDING ITEM style with NEUTRAL emotion and is aligned to the bottom left of the slide. • Cue 1: Image of an X appears over the checklist. • Cue 2: Four job candidate icons appear on the checklist. Three disappear. • Cue 3: The final job candidate icon disappears • Cue 4: Infographic of a framework. <p>Checklist Text: (WHYS)</p> <ul style="list-style-type: none"> ○ Eliminate most or all candidates. ○ Prevents natural conversation and holds to a process ○ Gives the interviewer one more task to complete ○ Frameworks are pliable and frequently change ○ Keeps the interviewer on track <p>Gail's Tips automatically appear at the end of the scenario.</p> <ul style="list-style-type: none"> • Gail appears on the screen to provide her tips as a pop-up. 	

Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<ul style="list-style-type: none"> Gail is aligned to the left. As she speaks, key points from the narration displays on the left side of the pop-up. <p>Remember:</p> <ol style="list-style-type: none"> eliminate most or all candidates software evolves framework will be replaced in six months smart people will learn the job's requirements 	
12	<p>Prepare for the Interview I</p> <p>This is the hard part. To be prepared means to know every question you are going to ask the candidate in advance of the interview. You must be prepared, or you are simply wasting your time and the candidate's time. If you are interviewing a software developer, for example, you must cover all the technologies and topics associated with the job.</p> <p>Move the dial to each section on the pie graph to learn more information about the five best practices for interviewing prospective candidates at Tech Solutions.</p> <p>Once complete, click NEXT to proceed.</p> <p style="text-align: center;"><u>Secondary Layers</u></p> <p>Layer #1</p> <p>Determine the number of [1] major topics in your interview. Let us say you are [2] interviewing a .NET/C# developer. You may have [3] topics about OO Concepts,</p>	 <p style="text-align: center;"><u>Base Layer</u></p> <p>Title: Prepare for the Interview</p> <p>Text: Click each section on the pie graph to learn more information about the five best practices for interviewing.</p> <ul style="list-style-type: none"> The cropped avatar is changed to Nicole in a LISTENING style with NEUTRAL emotion and is 	<p style="text-align: center;"><u>Base Layer</u></p> <ul style="list-style-type: none"> Learner clicks NEXT to proceed to the following slide. Learner turns the dial to each best practice to reveal more information. A check mark appears on the section of the pie chart that has been visited. NEXT button is disabled until the audio is completes. The dial is covered with a transparent overlay that is NORMAL when the audio begins and HIDDEN when the audio ends. <p style="text-align: center;"><u>Secondary Layers</u></p>


Sc. #	Audio / Voiceover	Visual / Display	Interaction
	<p>Design Patterns, .NET Framework, C#, ASP.NET MVC, SQL Server, Entity Framework, ADO.NET, WCF, Web API, etc. That's [4] ten topics that may need to be discuss.</p> <p>Layer #2</p> <p>For each topic, [1] determine which questions you need to ask to be confident that the [2] candidate knows it. You [3] do not have time to ask every possible question per topic so [4] pick questions carefully. For example, suppose you [5] ask a candidate a SQL Server question such as, "What is the purpose of a Left Outer Join?" If he [6] answers it quickly and correctly, then you [7] do not need to ask him about inner joins because if he knows about outer joins, he will most likely know inner joins. [8] By picking the right questions, you [9] eliminate a lot of others which [10] saves you and the candidate time.</p> <p>Layer #3</p> <p>Make sure your [1] questions are important to the job. [2] Asking bizarre questions or questions which you know the candidate cannot answer is [3] a waste of time.</p> <p>Layer #4</p> <p>Be willing to [1] improvise. Many times, a candidate will say something that you want to [2] dig deeper. This is an [3] excellent opportunity to gain experience even more about his or her skills. The [4] list of questions is just a guide.</p> <p>Layer #5</p>	<p>aligned to the bottom left of the slide.</p> <ul style="list-style-type: none"> The pie graph below is aligned to the right of the slide. (created in Canva) A dial is displayed over the pie graph. Each section of the pie graph displays more information on a layer when the dial is turned to the specific best practice. <p>Secondary Layers</p> <ul style="list-style-type: none"> The pie chart is aligned to the right of the slide. The dial is positioned to the respective best practice. Aligned to the right is a rectangular shape that is grey, transparent and covers 1/2 of the slide. Key points from the narration that is timed to the audio appears on the grey, transparent shape. <p>Layer #1</p> <ul style="list-style-type: none"> major topics in your interview interviewing a .NET/C# developer topics about 	<ul style="list-style-type: none"> Learner clicks the lightbulb icon to exit layer and return to the base layer. Text is timed to audio. Learner clicks the lightbulb to exit the layer and return to the base layer.

Sc. #	Audio / Voiceover	Visual / Display	Interaction
	<p>Although [1] some people might disagree, we [2] do not recommend coding tests. You [3] might find great candidates by doing coding tests, but [4] you will miss many more. When people write code, they [5] do not do it under pressure with people watching me. [6] Why do we think it is good in an interview?</p>	<p>OO Concepts, Design Patterns, .NET Framework, C#, ASP.NET MVC, SQL Server, Entity Framework, ADO.NET, WCF, Web API</p> <ul style="list-style-type: none"> • Ten topics <p>Layer #2</p> <ul style="list-style-type: none"> • determine which questions • confident that the candidate knows it • do not have time to ask every possible question • pick questions carefully • ask candidate a SQL • answers it quickly and correctly • do not need to ask him about inner joins • by picking the right questions • eliminate many others • saves you and the candidate time <p>Layer #3</p> <ul style="list-style-type: none"> • questions are important to the job • Asking bizarre questions • a waste of time. 	

Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<p>Layer #4</p> <ul style="list-style-type: none"> • improvise • dig deeper • excellent opportunity to gain experience even more • a list of questions is just a guide. <p>Layer #5</p> <ul style="list-style-type: none"> • some people might disagree • do not recommend coding tests • might find great candidates • you will miss many more • do not do it under pressure • Why do we think it is good in an interview? 	

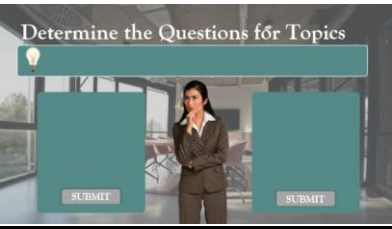
Sc. #	Audio / Voiceover	Visual / Display	Interaction
			
13	<p>Prepare for the Interview II</p> <p>Base Layer</p> <p>Now that you have explored the five best practices for interviewing a prospective employee at Tech Solutions, let us put your newfound knowledge to the test. Earlier in the module, you played a game called, Sort the Job Description. In this section, you will play a game called, Best Practices. Best Practices has five sections with four rounds each. I will present two choices that apply the specific best practice. Your job is to decide, which is the better choice. This game is timed, so you will only have one chance to make your choice. Do not worry, an explanation will pop-up if you choose the incorrect answer. When you are ready to begin, move the dial to section #1, Determine Topics, to proceed.</p> <p>can do for you but to get to know him or her on a business and personal level.</p>	<p>Base Layer</p>  <p>Title: Prepare for the Interview II</p> <p>Text: When you are ready to begin, click on best practice number one to proceed.</p> <ul style="list-style-type: none"> ○ The cropped avatar is changed to Nicole in a LISTENING style with POSITIVE emotion and is aligned to the bottom left of the slide. ○ The pie graph is aligned to the right of the slide. (created in Canva) 	<p>Base Layer</p> <ul style="list-style-type: none"> • Learner clicks NEXT to proceed to the following slide. • Learner turns the dial to each best practice to begin the round. <p>Secondary Layers</p> <ul style="list-style-type: none"> • Learner clicks SUBMIT to make choice. • When the learner selects the INCORRECT answer, a pop-up displays with an explanation. • Learner clicks EXIT on the pop-up to proceed to the next question or section. • Learner clicks on an answer that appropriately applies their knowledge.

Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<ul style="list-style-type: none"> ○ A dial is displayed over the pie graph. <u>Secondary Layers</u> ○ The layer uses the same background as the base layer. ○ The lightbulb icon is displayed in the top right corner instead. ○ The Nicole avatar is in a THINKING style with NEUTRAL emotion and is centered on the slide. ○ Aligned to the left of the avatar is a rounded rectangular shape in HTML: #568A88. Inside the shape is a grey button that displays the text, SUBMIT. The exact shape is aligned to the right of the avatar. ○ All text is WHITE in Goudy Old Style. ○ When the answer is correct, the Nicole avatar changes state to a POSITIVE emotion in a REACTING style. ○ When the answer is incorrect, the Nicole avatar changes state to a 	<ul style="list-style-type: none"> ● When the answer is correct, the Nicole avatar changes state to a POSITIVE emotion in a REACTING style. ● When the answer is incorrect, the Nicole avatar changes state to a NEGATIVE emotion in a REACTING style. ● Learner clicks lightbulb to exit pop-up. ● A number variable tallies the learners score to be revealed on the results slide. ● A trigger is added for the learner to JUMP TO SLIDE ____ when the user CLICKS the lightbulb. (The original dial is on this slide. The user moves the dial to proceed to the next section.)

Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<p>NEGATIVE emotion in a REACTING style.</p> <ul style="list-style-type: none"> ○ A pop-up briefly explaining the correct answer displays covering the correct answer, which allows the learner to view and compare their incorrect choice to the correct explanation. <p>Section I - Layers #1A – 4D:</p>  <p>A single job description is displayed in each shape.</p> <p>Title: Determine a Major Topic</p> <p>Text:</p> <p>Round 1A</p> <ul style="list-style-type: none"> ○ Manage multiple projects simultaneously and coordinate with other cross-functional teams ○ Excellent written and verbal communication skills 	

Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<p>Pop-up Explanation: Not quite! Though excellent communication skills are a necessity, written skills can be observed prior to the interview through a cover letter, email correspondence, or preassessment. Verbal skills can be observed during the interview. This is NOT a major topic.</p> <p style="text-align: center;">Round 1B</p> <ul style="list-style-type: none"> ○ Willingness to learn and expand skillset ○ Collaborate with the team and copywriter to design for multiple campaigns with various media deliverables <p>Pop-up Explanation: Not quite! Possessing a growth mindset is an important topic; however, candidates who are willing to learn and expand their skillset can be determined through reference checks or through a personality assessment administered prior to the interview. This is NOT a major topic.</p> <p style="text-align: center;">Round 1C</p> <ul style="list-style-type: none"> ○ Ability to prepare, package, and pre-flight 	


Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<p>files for production purposes</p> <ul style="list-style-type: none"> ○ Can multi-task and prioritize in a constantly changing, deadline-sensitive environment <p>Pop-up Explanation: Not quite! Multi-tasking is a secondary skill, so its effectiveness can be determined in conjunction with questioning of a direct job requirement. This is NOT a major topic.</p> <p>Round 1D</p> <ul style="list-style-type: none"> ○ Familiarity with a work management tool or able to follow a work process/ workstreams and be efficient ○ Routinely create and update landing pages and promos within our in-house content management systems and expand skillset in the systems over time. <p>Pop-up Explanation: Not quite! Being familiar with a work management system is vital; however, it is more effective to</p>	

Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<p>gauge the candidate’s ability to adapt no matter the management system. An interviewer can predict a candidate’s abilities by connecting their previous experience to what is needed to be proficient at utilizing their in-house management system. This is NOT a major topic.</p>	
14	<p>Prepare for the Interview III</p> <p>Now, that you have selected the major topics for the interview. Let us determine interviewing questions for those topics and ensure the questions are important to the job. When you are ready to begin, move the dial to section #2, Determine Questions, to proceed.</p>	<p>Section II - Layers #2A – 2D:</p>  <ul style="list-style-type: none"> • A single job description is displayed on a rectangular shape below the title. • A single question related to the topic is displayed in each shape on the opposite sides of the avatar. <p>Title: Determine Questions for Topics</p> <p>Text:</p> <p style="text-align: center;">Round 2A</p> <p>Job Description: Manage multiple projects simultaneously</p>	<ul style="list-style-type: none"> • Learner clicks SUBMIT to make choice. • When the learner selects the INCORRECT answer, a pop-up displays with an explanation. • Learner clicks EXIT on the pop-up to proceed to the next question or section. • Learner clicks on an answer that appropriately applies their knowledge. • When the answer is correct, the Nicole avatar changes state to a POSITIVE emotion in a REACTING style. • When the answer is incorrect, the Nicole avatar changes state to a NEGATIVE emotion in a REACTING style. • Learner clicks lightbulb to exit pop-up.

Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<p>and coordinate with other cross-functional teams</p> <p>Question #1: How do you manage multiple projects?</p> <p>Question #2: How would you define multi-tasking?</p> <p>Pop-up Explanation: Not quite! Knowing the definition of multitasking is important; however, the interviewer can glean more information about the candidates' qualifications by posing question #1, which forces the candidate to explain a process. Question 1 is a more important question to the job.</p> <p style="text-align: center;">Round 2B</p> <p>Job Description:</p> <p>Collaborate with the team and copywriter to design for multiple campaigns with various media deliverables</p> <p>Question #1: Discuss past projects that were successful and what your role was on your team.</p> <p>Question #2: Discuss your process when designing multiple campaigns with various deliverables.</p>	<ul style="list-style-type: none"> • A number variable tallies the learners score to be revealed on the results slide. • A trigger is added for the learner to JUMP TO SLIDE ___ when the user CLICKS the lightbulb. (The original dial is on this slide. The user moves the dial to proceed to the next section.)

Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<p>Pop-up Explanation: Not quite! Knowing a candidate's success in previous projects is vital; however, the interviewer can glean more information about the candidates' qualifications by posing question #2, which forces the candidate to explain a process. Question 2 is a more important question to the job.</p> <p style="text-align: center;">Round 2C</p> <p>Job Description: Ability to prepare, package, and pre-flight files for production purposes</p> <p>Question #1: How do you make sure that the developers understand your designs and implement them correctly?</p> <p>Question #2: What formats do you typically use for handing files off for development?</p> <p>Pop-up Explanation: Both questions are important; however, the interviewer can glean more information about the candidates' qualifications by posing question #1, which forces the candidate to explain a process. Question 1 is a more important question to the job.</p>	

Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<p align="center">Round 2D</p> <p>Job Description: Routinely create and update landing pages and promos within our in-house content management systems and expand skillset in the systems over time.</p> <p>Question #1: What CMS do you prefer to use most? Why?</p> <p>Question #2: How have you used CMS in your current or previous roles?</p> <p>Pop-up Explanation: Not quite! The candidates' CMS preference is good to know however, the interviewer can glean more information about the candidates' qualifications by posing question #2, which forces the candidate to explain a process. Question 2 is a more important question to the job.</p>	
15	<p>Prepare for the Interview IV</p> <p>Though selecting questions for the interview and ensuring that the chosen questions are important to the job makes you better prepared, you must also be willing to improvise. Let us explore responses from a past candidate's interview and decide which improvisation is</p>	<p><u>Section II - Layers #3A-3D:</u></p>	<ul style="list-style-type: none"> • Learner clicks SUBMIT button once an answer is chosen. • Learner clicks Nicole to hear the interviewer's question. • Learner clicks Atsumi to hear the candidate's response.



Sc. #	Audio / Voiceover	Visual / Display	Interaction
	<p>the best option to dig deeper into the candidate's response. When you are ready to begin, move the dial to section #4, Be Willing to Improvise, to proceed.</p> <p>Layer 3A:</p> <p>Nicole (Interviewer's Question): What steps do you take during your design process and how much do you involve clients?</p> <p>Atsumi (<i>Candidates Response</i>): I always have a consultation to discuss client needs. I then draft a design and send it for review. As I design, I send updates. I send them the final product for review, and if they want changes, we discuss the timeframe and other logistics.</p> <p>Option A: What would you consider the most important part of your process?</p> <p>Option B: Tell me more about your process for handling client changes.</p> <p>Pop-up Explanation:</p> <p>Though Option A is a great question, it is not specific. Follow-up questions should not be broad. They should be specific and direct to the point.</p> <p>Layer 3B:</p> <p>Nicole (Interviewer's Question): Have you used HTTP or HTTP/2 in your past design products?</p> <p>Atsumi (<i>Candidates Response</i>): My design must entice visitors to stay on the site. HTTP/2 helps me design faster-loading layouts. More customers will stay on a website if pages load quickly.</p>	 <ul style="list-style-type: none"> • Aligned to the bottom left side of the slide are avatars Nicole and Atsumi. • Both avatars are cropped at the waist and facing each other. • The Nicole avatar is in a TALKING style with POSITIVE emotion and is first from the left side of the slide. • The Atsumi avatar is in a TALKING style with POSITIVE emotion and is second from the left side of the slide. • Responses are in WHITE text on transparent rectangular shapes in HTML: #568A88. • The rectangles are aligned to the right side of the slide. <p>Title: Willingness to Improvise</p>	<ul style="list-style-type: none"> • Learner clicks the lightbulb to EXIT slide. • Dialogue is time to audio. • Avatar Nicole is rotated and flipped horizontally. • Transparent rectangular shapes enter the screen using a MOTION PATH that transitions in from right to left. The speech boxes exit when the dialogue begins. (dialogue) • A second set of rectangular shapes enter the screen using a MOTION PATH that transitions in from right to left. (Option A and option B) • Learner selects the option that best digs deeper into the candidate's response. • A number variable tallies the learners score revealed on the results slide. •

Sc. #	Audio / Voiceover	Visual / Display	Interaction
	<p>Option A: How do your designs entice visitors to stay on the site?</p> <p>Option B: What are the benefits of a customer’s staying on the company’s website?</p> <p>Pop-up Explanation:</p> <p>Option B focuses on sales and the businesses’ bottom line, we are hiring for a Web Designer. Our questioning should focus on what the candidate brings to the company’s web design department, not the sales department.</p> <p>Layer 3C:</p> <p>Nicole (Interviewer’s Question): What tools do you use most when designing?</p> <p>Atsumi (<i>Candidates Response</i>): I use Adobe, Sketch, Figma, Wix, and WordPress. Because I love learning, I am open to any new tools you suggest.</p> <p>Option A: Why is Adobe Creative Suites one of your favorite tools?</p> <p>Option B: Tell me about a project you created using Adobe Creative Suites.</p> <p>Pop-up Explanation:</p> <p>Though Option B is more process-based, which is a great question type, option A allows us to learn more about the candidate’s personality. Allowing the candidate to discuss something they are enthusiastic about improves the interview and makes it more conversational.</p>	<p>Text: Click avatar, Nicole, to begin the dialogue with the candidate, Atsumi.</p> <p>Round 3A</p> <p>Nicole (Interviewer’s Question): What steps do you take during your design process and how much do you involve clients?</p> <p>Atsumi (<i>Candidates Response</i>): I always have a consultation to discuss client needs. I then draft a design and send it for review. As I design, I send updates. I send them the final product for review, and if they want changes, we discuss the timeframe and other logistics.</p> <p>Option A: What would you consider the most important part of your process?</p> <p>Option B: Tell me more about your process for handling client changes.</p> <p>Pop-up Explanation:</p> <p>Though Option A is a great question, it is not specific. Follow-up questions should not be broad.</p>	

Sc. #	Audio / Voiceover	Visual / Display	Interaction
	<p>Layer 3D:</p> <p>Nicole (Interviewer’s Question): Have you used HTTP or HTTP/2 in your past design products?</p> <p>Atsumi (<i>Candidates Response</i>): My design must entice visitors to stay on the site. HTTP/2 helps me design faster-loading layouts. More customers will stay on a website if pages load quickly.</p> <p>Option A: How do your designs entice visitors to stay on the site?</p> <p>Option B: What are the benefits of a customer’s staying on the company’s website?</p> <p>Pop-up Explanation:</p> <p>Option B focuses on sales and the businesses’ bottom line, we are hiring for a Web Designer. Our questioning should focus on what the candidate brings to the company’s web design department, not the sales department.</p> <p>Nicole (Interviewer’s Question): What tools do you use most when designing?</p> <p>Atsumi (<i>Candidates Response</i>): I use Adobe, Sketch, Figma, Wix, and WordPress. Because I love learning, I am open to any new tools you suggest.</p> <p>Option A: Why is Adobe Creative Suites one of your favorite tools?</p> <p>Option B: Tell me about a project you created using Adobe Creative Suites.</p> <p>Pop-up Explanation:</p>	<p>They should be specific and direct to the point.</p> <p>Round 3B</p> <p>Nicole (Interviewer’s Question): Have you used HTTP or HTTP/2 in your past design products?</p> <p>Atsumi (<i>Candidates Response</i>): My design must entice visitors to stay on the site. HTTP/2 helps me design faster-loading layouts. More customers will stay on a website if pages load quickly.</p> <p>Option A: How do your designs entice visitors to stay on the site?</p> <p>Option B: What are the benefits of a customer’s staying on the company’s website?</p> <p>Pop-up Explanation:</p> <p>Option B focuses on sales and the businesses’ bottom line, we are hiring for a Web Designer. Our questioning should focus on what the candidate brings to the company’s web design department, not the sales department.</p>	

Sc. #	Audio / Voiceover	Visual / Display	Interaction
	<p>Though Option B is more process-based, which is a great question type, option A allows us to learn more about the candidate's personality. Allowing the candidate to discuss something they are enthusiastic about improves the interview and makes it more conversational.</p> <p>Layer 3C:</p> <p>Nicole (Interviewer's Question): Have you used HTTP or HTTP/2 in your past design products?</p> <p>Atsumi (<i>Candidates Response</i>): My design must entice visitors to stay on the site. HTTP/2 helps me design faster-loading layouts. More customers will stay on a website if pages load quickly.</p> <p>Option A: How do your designs entice visitors to stay on the site?</p> <p>Option B: What are the benefits of a customer's staying on the company's website?</p> <p>Pop-up Explanation:</p> <p>Option B focuses on sales and the businesses' bottom line, we are hiring for a Web Designer. Our questioning should focus on what the candidate brings to the company's web design department, not the sales department.</p> <p>Nicole (Interviewer's Question): What tools do you use most when designing?</p> <p>Atsumi (<i>Candidates Response</i>): I use Adobe, Sketch, Figma, Wix, and WordPress. Because I love learning, I am open to any new tools you suggest.</p>	<p>Round 3C</p> <p>Nicole (Interviewer's Question): What tools do you use most when designing?</p> <p>Atsumi (<i>Candidates Response</i>): I use Adobe, Sketch, Figma, Wix, and WordPress. Because I love learning, I am open to any new tools you suggest.</p> <p>Option A: Why is Adobe Creative Suites one of your favorite tools?</p> <p>Option B: Tell me about a project you created using Adobe Creative Suites.</p> <p>Pop-up Explanation:</p> <p>Though Option B is more process-based, which is a great question type, option A allows us to learn more about the candidate's personality. Allowing the candidate to discuss something they are enthusiastic about improves the interview and makes it more conversational.</p>	



Sc. #	Audio / Voiceover	Visual / Display	Interaction
	<p>Option A: Why is Adobe Creative Suites one of your favorite tools?</p> <p>Option B: Tell me about a project you created using Adobe Creative Suites.</p> <p>Pop-up Explanation:</p> <p>Though Option B is more process-based, which is a great question type, option A allows us to learn more about the candidate’s personality. Allowing the candidate to discuss something they are enthusiastic about improves the interview and makes it more conversational.</p>	<p>Round 3D</p> <p>Nicole (Interviewer’s Question): Could you walk me through one of your most recent projects?</p> <p>Atsumi (<i>Candidates Response</i>): I redesigned a trainer’s website. New navigation, layout, and responsiveness increased mobile users’ time-on-site by 15% in 2 months.</p> <p>Option A: What is it about your designs that deliver results?</p> <p>Option B: What is the client’s overall responsiveness?</p> <p>Pop-up Explanation:</p> <p>Option B appears to be a question of curiosity for the interviewer and not a question about how the candidate’s skills translate into our organization. When asking follow-up questions, be sure to focus on how the candidate’s skills will benefit the organization and if his or her personality fits the organization’s culture.</p>	
16	<p>Prepare for the Interview VI</p> <p>You are doing well! You have completed, Be Willing to Improve, so get ready to finish our last installment of Prepare for the Interview with Timely Projects. In this activity, you will read a brief scenario of a proposed</p>	<p>Section III - Layers #4A-4D:</p>	<ul style="list-style-type: none"> • Learner clicks SUBMIT to make choice. • When the learner selects the INCORRECT answer, a pop-

Sc. #	Audio / Voiceover	Visual / Display	Interaction
	<p>project. If the project can be completed by the candidate promptly, submit, TIMELY. Otherwise, submit UNTIMELY. When you are ready to begin, move the dial to section #5 to proceed.</p> <p style="text-align: center;">Round 4A</p> <p>Scenario 1: Alice has 20 years’ experience as a web designer. He has earned a spot in the 3rd round of interviews. After interviewing the hiring committee that consist of a 5-person panel, he has been asked to complete a coding project on the spot. He has 20 minutes to complete the project.</p> <p style="text-align: center;">Round 4B</p> <p>Scenario 2: Stephanie is a recent college graduate seeking a web designer position. During her 2nd round of interviews, she is tasked with Define and send a project questionnaire to the client and wait for a response. Iterate on doubts until everyone is in accord. Finalize client questionnaire. She has 24 hours to complete the task.</p> <p style="text-align: center;">Round 4C</p> <p>Scenario 3:</p> <p>Shawn has been working as a web designer for 10 years. Though he is mostly self-taught, Shawn has a natural design ability that exceeds expectations. During the first interview, he has been tasked with creating a checklist for Stage 1 – Kickoff Meeting. He has 30 minutes to complete the task.</p> <p style="text-align: center;">Round 4D</p> <p>Scenario 4:</p>	 <ul style="list-style-type: none"> • A single project description is displayed on a rectangular shape below the title. • The word, TIMELY, is displayed in the shape on the left side of the avatar. • The word, UNTIMELY is displayed in the shape on the right side of the avatar. • Centered on the shapes is an illustration of a clock.  <ul style="list-style-type: none"> • Below the clock is a grey SUBMIT button. <p>Title: Timely Projects</p>	<p>up displays with an explanation.</p> <ul style="list-style-type: none"> • Learner clicks EXIT on the pop-up to proceed to the next question or section. • Learner clicks on an answer that appropriately applies their knowledge. • When the answer is correct, the Nicole avatar changes state to a POSITIVE emotion in a REACTING style. • When the answer is incorrect, the Nicole avatar changes state to a NEGATIVE emotion in a REACTING style. • Learner clicks lightbulb to exit pop-up. • A number variable tallies the learners score to be revealed on the results slide.

Sc. #	Audio / Voiceover	Visual / Display	Interaction
	<p>Dominic has over 25 years' experience as a web designer. He has worked for multiple Fortune 500 companies and garnered awards for his impressive work. He is tasked with using JSLint and JSHint to make the JavaScript better He has 15 minutes to complete the task.</p> <p><u>Nicole's Tips:</u></p> <p>That covers the technical points, but your new hire must be a match in business acumen and culture. Have a few questions relating to your business and culture which you would need to decide. The interview is to not just know what the candidate can do for you but to get to know him or her on a business and personal level.</p>	<p><u>Text</u></p> <p>Round 4A</p> <p>Scenario 1: Nicky has 20 years' experience as a web designer. He has earned a spot in the 3rd round of interviews. After interviewing the hiring committee that consist of a 5-person panel, he has been asked to complete a coding project on the spot. He has 20 minutes to complete the project.</p> <p>(UNTIMELY)</p> <p>Round 4B</p> <p>Scenario 2: Atsumi is a recent college graduate seeking a web designer position. During her 2nd round of interviews, she is tasked with Define and send a project questionnaire to the client and wait for a response. Iterate on doubts until everyone is in accord. Finalize client questionnaire. She has 24 hours to complete the task.</p> <p>(TIMELY)</p>	

Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<p style="text-align: center;">Round 4C</p> <p>Scenario 3:</p> <p>Brian has been working as a web designer for 10 years. Though he is mostly self-taught, Shawn has a natural design ability that exceeds expectations. During the first interview, he has been tasked with creating a checklist for Stage 1 – Kickoff Meeting. He has 30 minutes to complete the task.</p> <p>(TIMELY)</p> <p style="text-align: center;">Round 4D</p> <p>Scenario 4:</p> <p>Glen has over 25 years' experience as a web designer. He has worked for many Fortune 500 companies and garnered awards for his impressive work. He is tasked with using JSLint and JSHint to make the JavaScript better He has 15 minutes to complete the task.</p> <p>(UNTIMELY)</p>	


Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<p>Nicole's Tips automatically appear at the end of the scenario.</p> <ul style="list-style-type: none"> ○ Nicole appears on the screen to provide her tips as a pop-up. ○ Nicole is aligned to the left. As she speaks, key points from the narration displays on the left side of the pop-up. <p>Remember:</p> <ul style="list-style-type: none"> • your new hire must be a match in business acumen and culture • have a few questions relating to your business and culture • not just know what the candidate can do for you • get to know him or her on a business and personal level. 	


Sc. #	Audio / Voiceover	Visual / Display	Interaction
17	<p>Results Page – Prepare for the Interview</p> <p>Now, that you have completed the Sort the Job Description game. Take time to review your results. Once complete, click NEXT to proceed.</p>	 <ul style="list-style-type: none"> • A grey, transparent overlay covers the entire image on the slide. • A rounded rectangular shape in HTML: #568A88 outlined in white is displayed below the title. • All text is in Goudy Old Style. • A chart with listing the rounds is displayed and aligned to the right. <p>A lightbulb icon symmetrical in size to the chart is aligned to the left.</p>	<ul style="list-style-type: none"> • Learner clicks NEXT to proceed to the following slide. • Chart is populated with variables for each round.
18	<p>Train the Hiring Team</p> <p>Harriet: Your interviewers must be trained to interview properly. Just because your interviewer is a brilliant software developer doesn't mean he's a brilliant interviewer. I've seen some of the most horrible interviews by great software developers.</p> <p>Gail: I agree! Without preparation, an interview comes down to asking questions about hobbies, last night's game, and the weather. You may learn a lot about the candidate's personality, which is good, but you won't know if he or she can do the job.</p>	 <p>Title: Train the Hiring Team</p> <p>Text: Click each MARKER for details from each interview. Once</p>	<ul style="list-style-type: none"> • Learner clicks markers to read and listen to an interview scenario. • Learner clicks hexagon for key component of a skilled interviewer to be revealed as a pop-up that is attached to the hexagon. • Learner moves hexagon icons to the interviewer who needs that skill.


Sc. #	Audio / Voiceover	Visual / Display	Interaction
	<p>Harriet: You are now the trainer. Click each MARKER for details from each of our interviews. Once complete, DRAG and DROP the hexagon that represents the component we need to improve our interviews and become a more skilled interviewer. Note: Three of the hexagons do not belong to either avatar. You will have two chances to prove your knowledge after the scenarios are read to drag and drop your choices. Your goal is 83% mastery. Listen to the scenarios twice before sorting the hexagons. After listening to the interview scenarios, click START to begin.</p> <p>SFX, Beep Glassy Up High 01, from Soundstrip</p> <p>Scenario #1:</p> <p>Harriet interviewed Nicky, a 20-year veteran web designer. The interview is extremely laid back and feels like two friends conversing. Though the candidate is knowledgeable, Harriet is unsure if the candidate is a fit because the answers don't match the provided checklist. Because of the lack of knowledge, Harriet misses many opportunities to explore further.</p> <p>Scenario #2:</p> <p>Gail interviews Atsumi, a recent college graduate. The interview is very informative and exercises many situational questions that the candidate provides plenty of examples to support. Though the interview was informative, many of the questions focused on theory, which is not related to the Web Designer position. When</p>	<p>complete DRAG and DROP the hexagon that represents what each interviewer needed to improve their interview.</p> <ul style="list-style-type: none"> • Avatars, Harriet and Gail, are cropped at the waist and are in a LISTENING style with a POSITIVE emotion. Both appearances on the screen are timed to audio. • Avatars are position side by side with space available in the middle for hexagon icons. • Each avatar has a MARKER that covers the hand. • Each marker will display the text of the scenarios. • The marker is in HTML: #568A88. • 9 hexagons are aligned between the avatars in 3 rows of 3, and a lightbulb is displayed on each hexagon. 	<ul style="list-style-type: none"> • Hexagon changes state to HIDDEN and SFX, Beep Glassy Up High 01, from Soundstrip plays once released onto the avatar. • START button is inactive until the audio is complete. • Slide proceeds automatically to the feedback slide once mastery is reached or after the 2nd attempt.

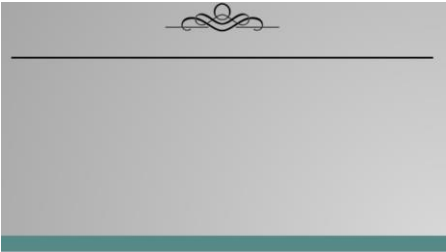
Sc. #	Audio / Voiceover	Visual / Display	Interaction
	<p>one of the technical questions was asked, Gail was unsure if the answer was correct. Gail redeems herself with her knowledge of Adobe Creative Suites; however, she misses key moments to deviate from her original list of questions.</p> <p>Gail's Tips:</p> <p>The interviewer must be knowledgeable of the subject matter and be able to ask questions you've defined and know that the answer given is correct or incorrect and understand the variations of possible answers. In addition, a good interviewer will "go off script" based on answers and dig a little deeper into a person's skills. This is what you want. An online test can't do any of these things. Give me multiple choice and google and I can answer any question.</p>	<p>Gail's Tips automatically appear at the end of the scenario.</p> <ul style="list-style-type: none"> ○ Gail appears on the screen to provide her tips as a pop-up. ○ Gail is aligned to the left. As she speaks, key points from the narration displays on the left side of the pop-up. <p>Remember:</p> <ul style="list-style-type: none"> • knowledgeable of the subject matter • be able to ask questions you've defined • know that the answer given is correct or incorrect • understand the variations of possible answers • good interviewer will "go off script" based on answers • dig a little deeper into a person's skills • online test can't do any of these things • multiple choice and google and I can answer any question. 	<p>Scenario #1:</p> <p>Harriet interviewed Nicky, a 20-year veteran web designer. The interview is extremely laid back and feels like two friends conversing. Though the candidate is knowledgeable, Harriet is unsure if the candidate is a fit because the answers don't match the provided checklist. Because of the lack of knowledge, Harriet misses many opportunities to explore further.</p> <p>Scenario #2:</p> <p>Gail interviews Atsumi, a recent college graduate. The interview is very informative and exercises many situational questions that the candidate provides plenty of examples to support. Though the interview was informative, many of the questions focused on theory, which is not related to the Web Designer position. When one of the technical questions was asked, Gail was unsure if the answer was correct. Gail redeems herself with her knowledge of Adobe Creative Suites; however, she misses key moments to deviate from her original list of questions.</p>


Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<p>Scenario #1:</p> <p>Hexagon #1: Knowledge of Subject Matter</p> <p>Hexagon#4: Understand variations of possible answers</p> <p>Hexagon #5: Be willing to go off script</p> <p>Scenario #2:</p> <p>Hexagon #2: Ask questions related to the job</p> <p>Hexagon#3: Know that the answer provided is correct or incorrect</p> <p>Hexagon#6: Dig deeper into a person's skills</p> <p>No placement:</p> <p>Hexagon #7: Multiple Choice Test</p> <p>Hexagon #8: Inviting Personality</p> <p>Hexagon #9: Degree in Computer Science</p>	

Sc. #	Audio / Voiceover	Visual / Display	Interaction
19	<p>Remember the Purpose of the Interview</p> <p>Sukiyo: The purpose of the interview is [1] not for your interviewers to feel smart about themselves. The purpose of an interview is not [2]to make the candidate cry. I've seen this happen a lot in roundtable types of interviews where you have a [3] gang of interviewers trying to one-up themselves to show how smart they are by [4] asking increasingly harder questions. [5] Yes, it makes that interviewer feel good. But did he accomplish his job? [6] No.</p> <p>Sukiyo Tips: If you have multiple interviewers, have them individually interview the candidate using a subset of the questions you have. Interviews are meant to ascertain whether a candidate can do the job to your satisfaction.</p>	 <ul style="list-style-type: none"> • An image that shows what an interview should not be is in the shape of four puzzle pieces. • The puzzle piece images transition onto the screen in the four corners of the slide and are timed to audio. • Cue 5: Once the puzzle completes, the image is no longer a puzzle and is in its normal state. • Cue 6: A huge red X crosses out the image. <p>Sukiyo's Tips automatically appear at the end of the scenario.</p> <ul style="list-style-type: none"> ○ Sukiyo appears on the screen to provide her tips as a pop-up. ○ Sukiyo is aligned to the left. As she speaks, key points from the narration displays on the left side of the pop-up. 	<ul style="list-style-type: none"> • Slide proceeds automatically using the RANDOM BARS in the VERTICAL effect animation.

Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<p>Remember:</p> <ul style="list-style-type: none"> • multiple interviewers • have them individually interview the candidate using a subset of the questions • ascertain whether a candidate can do the job to your satisfaction. 	
20	<p>Meet the Hiring Team</p> <p>Why should the candidate meet everyone on the hiring team?</p> <p>Press PLAY to watch a video explaining: Why should the candidate meet everyone on the hiring team?</p> <p>Powtoon Gail: [1] One of the things that turns off a candidate is when he must have multiple interviews. [2] Just last week we had a candidate take another job while waiting on his second face-to-face interview. This is a huge risk. [3] Have all the decision makers involved in the interview and decide quickly. If you like the candidate, chances are another company does too. [4] You are competing against other companies for candidates just like candidates are competing against other candidates for your job.</p> <p>Layer 1:</p> <p>[Sukiyo] Interviewing is difficult, [Harriet] but it is extremely important to us [Gail] becoming the company [Nicole] we want to become.</p>	 <p>Text: Why should the candidate meet everyone on the hiring team?</p> <ul style="list-style-type: none"> • Aligned to the left of the slide is a square shape in HTML: #568A88. • Aligned to right of the slide is a square shape in WHITE. • The square shape on the left side is smaller than the square shape on the right, and they are connected. 	<ul style="list-style-type: none"> • The learner clicks PLAY to view the video. • Slide opens with the question: Why should the candidate meet everyone on the hiring team. • Layer 1 appears automatically once the video ends.

Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<ul style="list-style-type: none"> • A lightbulb icon is positioned in the top left corner of the square shape on the left side. • The video will display on the white, square shape aligned to the right of the slide. <p>Powtoon Video: The narration serves as the background of an avatar in an office setting. The scenes change to match the audio. The Powtoon character is an animated character of the avatar, Gail.</p>  <p>Layer 1:</p> <p>Title: Meet the Hiring Team</p> <ul style="list-style-type: none"> • Avatars, Sukiyo, Harriet, Gail, and Nicole, animate on the screen, timed to audio. • Avatars are standing and centered on the slide in LISTENING style and POSITIVE emotion. 	

Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<ul style="list-style-type: none"> • A lightbulb is in the top right corner of the slide. • The title is aligned to the left. 	
21	<p>Summary</p> <p>Congratulations, you have completed the Module: The Interviewer! In this module, you learned how to: [1] Interpret each part needed to establish an effective interviewing strategy. [2] Determine the proper timeline from interview to offer when selecting applicants. [3] Explore the system for defining the job and the skills needed prior to completing an interview. [4] Review the company's best practices for preparing for an interview. and [5] Decide key characteristics of a skilled interviewer, which will be used to train hiring managers and recruiters. You now have the skills to improve your department's interviewing practices, so get out there and hire away!</p> <p>To end this module, click EXIT.</p>	<p>Master Slide:</p>  <p>Title: No title</p> <ul style="list-style-type: none"> • Directly below the black line is the following text: Congratulations, you have completed the Module: The Interviewer! • Beneath the text display five transparent rectangles horizontally and distributed evenly. • Rectangles use the HTML - #568A88 with 50% transparency. • In the top right corner of each rectangle is a lightbulb icon. • Each rectangle is title OBJECTIVE with the corresponding number. 	<ul style="list-style-type: none"> • When audio begins, bring in the slide. • The title and icon are on the slide when the slide appears. • Each objective FLYS IN from the top and is timed to the audio. • The audio begins automatically at the onset of the slide. • Learner clicks EXIT to end module.

Sc. #	Audio / Voiceover	Visual / Display	Interaction
		<ul style="list-style-type: none">• Below the title, the objective is displayed.• Text is white in Goudy Old Style font.  <p>(Lightbulb illustration can be found in Content Library 360.)</p> 