

Video Interview Workshop

Creating and inspiring exciting careers that shape our digital future

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Aims and objectives

- ✓ Learn about FDM
- ✓ Understand what a video interview entails
- ✓ Why employers use video interviews
- ✓ Understanding strength-based interviews
- ✓ For you to approach video interviews with confidence
- ✓ How to find out more



About FDM

Who are we?

- Professional services provider with a focus on IT
- 10+ centres around the world
- 7 Academies in the UK, USA, Canada, Germany and Hong Kong

What do we do?

- Employ graduates and ex-Forces personnel on a permanent contract
- Equip graduates with essential skills and competencies to succeed as an FDM Consultant
- Place individuals with prestigious clients in multiple industries

What's in it for graduates?

- Extend academic knowledge with employment
- Valuable experience
- Competitive edge and future opportunities
- Launch career with world-renowned companies

Our core values

Ambition
We set ourselves challenging goals and are determined to achieve them

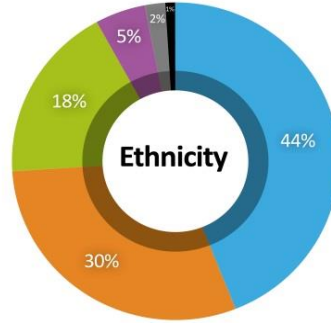
Collaboration
We work best when we work together

Energy
We thrive on activity and getting things done

Inclusivity
We embrace and bring together the best people with diverse backgrounds and experiences

Professionalism
We work to high standards

Growth
We like to be challenged and have a willingness to learn, innovate and improve



- White/White British .. 44%
- Asian/Asian British 30%
- Black/Black British 18%
- Mixed/Mixed British..... 5%
- Arab/Arab British..... 2%
- Other 1%

50%
of the senior management team at FDM are women

60+
nationalities working together as a team at FDM

FDM recruits candidates from over **1,420** universities globally

UK Ex-Forces

81%
Army

12%
Navy

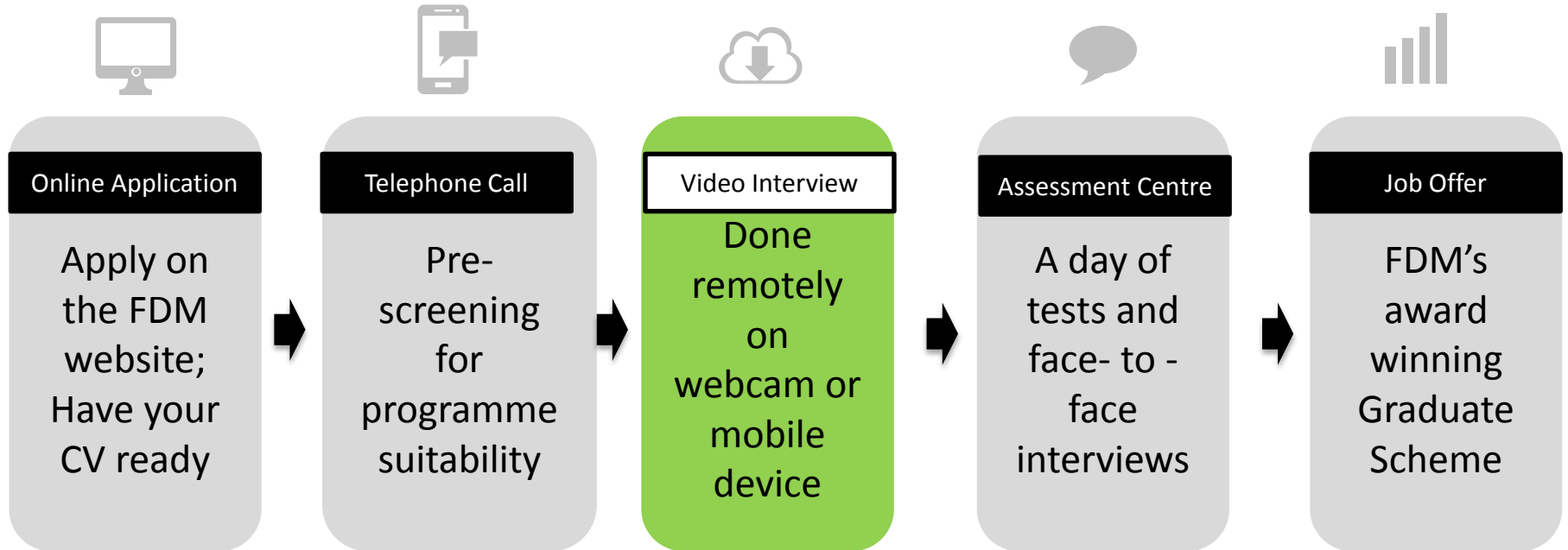
7%
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FDM and London Met University

- ✓ In 2016 FDM recruited 9 graduates from the University of Leeds and we have already recruited 17 so far for 2016.
- ✓ Graduates are working as FDM IT Consultants at some of following clients sites



FDM Selection Process



We support you throughout the recruitment journey which includes individual feedback at each stage of the process if required.

What are video interviews all about?

- ✓ An initial interview after passing the online application
- ✓ Increasingly popular alternative to telephone interviews
- ✓ Use webcam technology or software application
- ✓ Use pre-recorded questions – there is no one at the other end!
- ✓ Questions are structured and set by the employer
- ✓ Log-in, read and record your answers – one chance only!
- ✓ Can be carried out in a familiar environment.



Benefits for the employer...

Can be viewed multiple times.

Less time consuming – can be watched and assessed at any time

Provides a good simulation of a face- to- face interview but is more cost effective

Enables a recruiter to assess candidates' professionalism

Benefits for the candidate...

Increase flexibility- you can record your interview at any time.

All candidate are asked exactly the same questions with exactly the same time limit.

Practice question

Your answers will remain concise

Can be completed on smart phone or tablet

Can use prompt and notes (discretely)

Video interview top tips

Top tips before you start

- Find a space where you won't be interrupted
- Neutral background and good light
- Research the company
- Make a note of the deadline

Top tips for during

- Stay calm and relaxed
- Be professional
- Take advantage of the practice question
- Stick to the time allocated
- Make notes before hand

Reflect afterwards

- Did you do your best?
- How can it help the next stage?
- What you do anything differently



Group Task: Your own video interview

Activity
15
minutes

Watch the following Video, write down the question

In pairs video yourself with your smart phone: 60 second answer

Then swap roles, 1 person film, 1 person answers

You don't have to play your video afterwards, its just a really good way to practice

What else do you need to watch out for?

•Do...

- ✓ Wear professional attire
- ✓ Show energy and enthusiasm
- ✓ Use the time effectively
- ✓ Check sound/ video quality before you start
- ✓ Contact your recruiter if you run into technical difficulties
- ✓ Make use of practice questions and hints and tips
- ✓ Make eye contact with the camera

•Don't...

- ✓ Panic - normal to be nervous, only your recruiter will see it
- ✓ Wear PJs
- ✓ Try to simulate technical issues if you are struggling!
- ✓ Have an inappropriate background
- ✓ Mumble and fidget



What does a video interview look like?



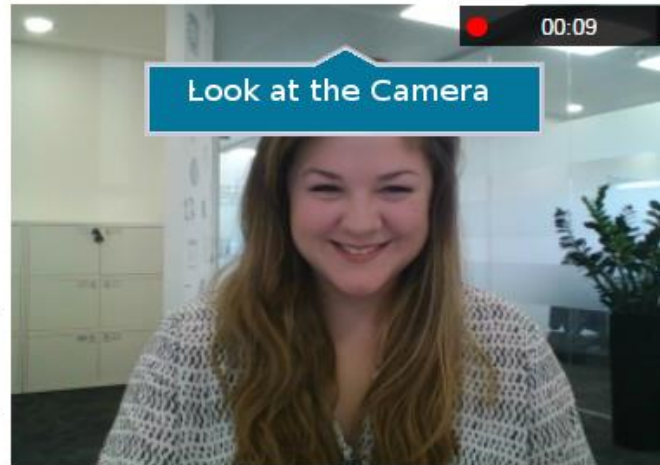
Your Video Interview

Practice Question

Use this practice question to get comfortable and check that your voice is being recorded clearly. We will not see this recording.

You will be able to record your answer and play back as many times as you like.

Which FDM value best represents you and why?



■ Stop



Reflect after the Interview

- ✓ Did you do yourself justice?
- ✓ Were you properly prepared?
- ✓ Which questions did you answer well/struggle with?
- ✓ Could you have improved on your performance? How?
- ✓ Were any gaps in your skills or experience revealed?
- ✓ How could you do things differently next time?



The university careers service will be able to provide any support needed for the application process

Step 4: Strength-based interviews

What are they?

- ✓ Used to assess what you enjoy doing
- ✓ Show you have energy and engagement
- ✓ Demonstrate what you are good at
- ✓ Highlight where your passions lie



Who uses them?

- ✓ Pioneered by Barclays and EY
- ✓ Growing in popularity - FDM Group, Aviva, Standard Chartered, Nestlé, Royal Mail, BAE Systems and Unilever

Why?

- ✓ Traditional competency questions can come with pre-rehearsed answers
- ✓ Enable the interview to focus on potential rather than experience
- ✓ Provide a genuine insight into how candidates approach work and life in general

Strength based and competency based questions

Examples:

- ✓ What things give you energy?
- ✓ Describe a successful day you have had
- ✓ When did you achieve something you were really proud of?
- ✓ Describe a situation when you have had to deal with confrontation
- ✓ Give me an example of a time when you have worked under pressure
- ✓ Give me an example of when you have worked as part of a team

Can you
spot the
difference?



Strength based interviews: Top Tips

It's about you

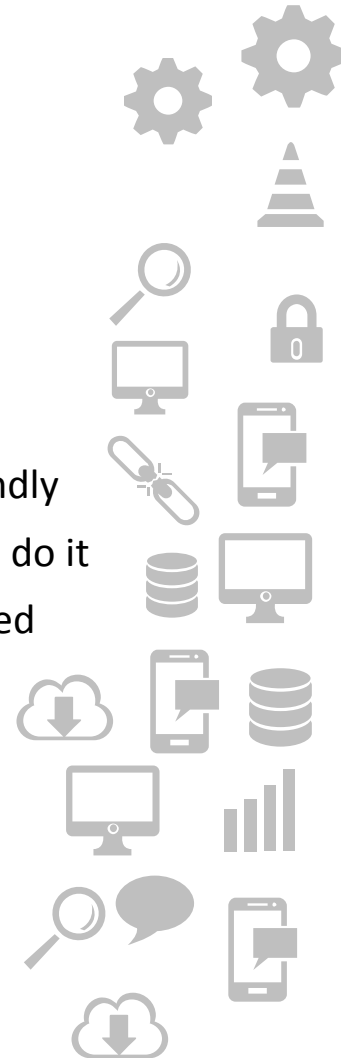
- Learn about your skills and qualities
- Why do you want to work there
- Be yourself, be relaxed and focused

During the interview

- Ensure you're wearing business attire
- Make a great first impression, be warm and friendly
- Think about what you're going to say before you do it
- Check for understanding of the question if needed
- Talk about what you enjoy

After the interview

- Ask if there's anything you've missed
- Firm hand shake
- Ensure you ask for feedback



FDM Graduate Programme is open for you

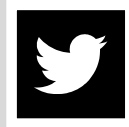
- ✓ We recruit graduates from all backgrounds
- ✓ Provide award- winning training and support
- ✓ Recruit all year round, to support our clients
- ✓ Training in the latest software and technologies
- ✓ MSc Programme offers fully funded further study
 - ✓ Gives you experience at world-leading companies
 - ✓ Permanent employment contract



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Questions?