

HUB INSIGHTS

A Publication of the Business Career Hub

Strive to Thrive

Career Tips For Ted Rogers School Students

These reports leverage the expertise of BCH staff to share best practices for students & alumni.

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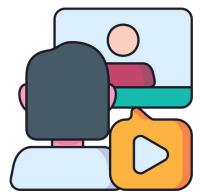
Understanding Asynchronous Interviews:

A Modern Approach to Hiring

What Are Asynchronous Interviews?

Asynchronous interviews are a modern recruitment tool where candidates respond to pre-recorded questions on their own time rather than engaging in a live, real-time conversation with an interviewer.

These interviews are typically conducted through specialized digital platforms allowing organizations to streamline their hiring processes while providing candidates with increased flexibility.



Benefits for Candidates



Convenience: Candidates can complete the interview at a time and place that suits them, eliminating the stress of scheduling conflicts.



Preparation Time: Unlike live interviews, candidates can rehearse their answers and ensure they present themselves effectively.



Opportunity for Global Talent: Asynchronous interviews remove geographical barriers, giving candidates access to opportunities worldwide.

Best Practices for a Strong Interview Performance

- **Choose a quiet, well-lit space:** A neutral background and minimal distractions help keep the focus on you.
- **Dress professionally:** Treat it like an in-person interview to show professionalism.
- **Look at the camera:** This helps create the impression of direct eye contact.
- Keep answers clear and concise: Stay on topic and avoid rambling.
- Practice with sample questions: Familiarity with the format can boost confidence and reduce anxiety.
- Be Ready for Retakes (If Allowed): Some platforms let you re-record answers; take advantage of this if needed.
- Read Instructions Carefully: Some questions may require specific formats (e.g., time limits per response).

Why Employers Use Asynchronous Interviews



Organizations across various industries are increasingly adopting asynchronous interviews due to several advantages:



Efficiency and Scalability: Employers can evaluate a large pool of candidates without the need for back-and-forth scheduling, significantly reducing time-to-hire.

Standardization and Fairness: Since all candidates answer the same set of questions, hiring managers can make more objective comparisons.





Flexibility for Hiring Teams: Recruiters can review responses at their convenience, allowing for better time management and collaboration.

Reducing Unconscious Bias: Structured interview formats and Aldriven assessments can help minimize biases in the hiring process.



Challenges and How to Overcome Them

Lack of Human Interaction:



Since there's no real-time feedback

If talking to a camera feels

awkward



Practice answering questions naturally and confidently





Candidate Discomfort:



Practice recording yourself beforehand to build confidence





Al Bias Risks:

Some platforms may use AI for evaluation



Focus on clear, structured answers and professional presentation



Questions to Rehearse before your Online Interview:



- Tell me about yourself/walk us through your resume and how your experience relates to this role?
- Mhy are you interested in applying with our company?
- Why are you interested in applying to this role/department?
- Tell me about a challenge that you faced, and how you overcame it?
- Tell me about your biggest accomplishment and why you're proud of it?

Top Tips

- ★ Practice these questions in front of a mirror to see how you're presenting yourself
- Record yourself on your webcam/laptop camera/mobile phone while answering these questions to simulate what it will be like to do the one-way interview
- Don't forget to smile! It can be nerve-wracking to not have someone respond to your answers on the other end, but practicing and acting confident will help you feel more confident!

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For career coaching, interview prep and more, schedule a 1:1 appointment with a Career Consultant or a Co-op Coordinator.







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Staff Contributor Rianne Kee

Rianne is a Co-op Coordinator and TRSM co-op alumni. She has 6+ years of experience in HR and recruitment in various industries, including professional services and healthcare. She is passionate about helping students explore and pursue their passions.



Student Contributor Aenna Hasan

Aenna is a Law and Business student who worked at the Business Career Hub at TRSM as a Project Coordinator for Hub Insights during her first Co-op work term. She is interested in expanding her knowledge about Business development and passionate about creating a meaningful work environment.