

# 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 AI-driven 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



Practice answering questions naturally and confidently



### Candidate Discomfort:

If talking to a camera feels awkward



Practice recording yourself beforehand to build confidence



### AI 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?
- 🌟 Why 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!



## Visit the Business Career Hub

### Employer Events

Interested in expanding your network and meeting industry professionals? BCH organizes and hosts many industry events - refer to your 'Careers Newsletter' or visit [here](#).

### Bootcamps/Prep Programs

Microsoft Excel - Financial Modeling - VBA - Tableau - PowerBI - Ace This Case Capital Markets - R - Python  
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### Career Coaching

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

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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

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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.