



HireVue Interviewing Platform Tip Sheet

HireVue questions fall into three main response modes:

1. Multiple Choice
2. Written Response
3. Video Response

Multiple Choice:

Multiple choice questions tend to be more general and more basic in nature. Some examples:

1. Are you authorized to work in the US?
2. Do you have specific skills in a certain subject?

Note: Although listed as multiple choice, the options are typically just “yes” or “no.”

Written Response:

Specific questions may vary depending on your target position, but questions are likely to follow the same format as video response questions. The questions tend to be general, brief, and straightforward. Candidates typically have unlimited time to answer these questions and there is generally a 5000-character limit. Note that this is nearly an entire page and it is not necessary to fill the whole page, the goal is to answer the question clearly within the number of characters allotted. Some possible examples:

1. What are you studying and why?
2. When do you expect to graduate?

Video Response:

For the video portion of the interview, questions that are more specific to the role may be asked. Candidates are typically given one minute to prepare their answers and organize their thoughts. If a candidate doesn't need/want this time, the interviewee can just press “start recording” and begin.

Three minutes of recording time is usually allotted to answer the question fully, although the answer does not need to fill this entire time. The question will also appear on the screen, so there is no need to try to memorize the question. Depending on the firm to which the candidate is applying, there may be a limit to the number of times one can re-record a response. For example, in a recent recruitment, a candidate learned that Morgan Stanley had a 3-attempt limit, whereas Deloitte had unlimited attempts.



Once the answer to a question has been recorded, an interviewee can either re-record or submit the answer and move on to the next question.*

*NOTE: We HIGHLY recommend that you go ahead and complete your answer each time, even if you feel that you made a mistake. Yes, of course you will try again, but it is a good idea to complete your answer for EACH attempt. Then, when you are finished with your attempts, decide which one is the best and click “Submit”. Once a candidate clicks “Submit” – there is no going back to re-record that answer, so be sure before you submit! Some possible examples of questions include:

1. What are you looking forward to gain most from this experience?
2. What is a personal goal that you set for yourself that you are proud of accomplishing?

How to Prepare

General interview preparation practice is advised. See the [Interviewing](#) resource page on Handshake.

Many students report that the video portion of the HireVue interview experience feels awkward. It may feel strange to record your answers, looking into your laptop camera, without seeing an interviewer asking questions or providing any verbal or visual feedback. For this reason, we recommend practicing with:

- **[VMock](#)—Elevator Pitch module.** While delivering an Elevator Pitch isn’t the same as engaging in an entire interview, VMock uses Artificial Intelligence to rate your performance. Preparing a recording and then receiving computer-generated feedback on your recorded response is great preparation for the HireVue experience.
- **[Big Interview](#)**—If you haven’t practiced with Big Interview yet, we recommend it! This video interviewing practice platform gives you a chance to field questions from recorded “interviewers” – and will help you to practice delivering an answer to your camera without being able to see any reaction from a live interviewer. Big Interview allows you to record your practice session and review it, so that you can continue to develop your skills.
- **HireVue Practice**—When you receive an invitation to a HireVue interview, you will be given a window of time in which to complete the interview. When you go to the HireVue link, you will see a practice question. TAKE TIME TO PRACTICE! This time will not count against you—in fact, you won’t even submit any recording captured during this time. Make the most of this opportunity to practice and become familiar with the platform. When you have finished practicing, click “Next” and move into the actual interview.

Practical considerations when recording your answers on video:

- Opt for a quiet, well-lit space.
- Be sure to look at the camera.
- Make sure you are in the center of the frame.
- Remember that it will get easier with more repetition!