

InterView



Take Hiring Decisions to the Next Level. PreVisor's InterView.

Deciding to hire the best employee is not based on intuition and luck, so why is your interview process that way? PreVisor's InterView is an easy-to-use solution that saves time, increases workflow efficiency, and establishes a consistent approach to the interview process across the organization. InterView was developed by a team of industrial-organizational scientists based on years of research. Plus, by purchasing a license to InterView, you now get free and unlimited access to PreVisor's Interview Expert – our online, self-paced training system designed to provide best-practice interview techniques and training for hiring managers.

Save Time and Increase Workflow Efficiency

PreVisor's InterView is intuitive, easy to use, and saves time. Interview guides can be created for one or more roles at the same time with a user-friendly wizard. Online rating forms are easily emailed to all prospective interviewers, so interview ratings can be entered and scores can be automatically tabulated. Scoring results are straightforward and offer the ability to quickly compare one candidate to another. Both candidate and interviewer progress can be managed throughout the entire selection process so you always know where you stand.

Establish a Consistent Approach

PreVisor's InterView can establish a consistent approach to talent selection across the organization. It provides the ability to structure the interview and monitor the questions being asked. The interview guide presents unique questions for each interview level so each interviewer gathers additional data without duplication. The guides include introductory, competency, and wrap-up questions, which can be designed once, then stored, published as a PDF, and distributed to various locations for consistency from location to location.

Choose Job Relevant Competencies and Questions

InterView provides an extensive online library of interview questions directly linked to a wide selection of specific job competencies. Choose the competencies and questions that best fit the job and culture of the organization.

Focus on Candidate Behavior, Skills and Performance

Presented in a Situation-Behavior-Outcome format, interview questions highlight current skills and past performance and behavior – which is proven to be an effective predictor of future job performance. Targeted follow-up probes identify candidate strengths and ensure the most accurate responses from candidates.

Quickly Identify Top Candidates



“PreVisor's InterView provides standardized content that is aligned directly with our leadership competencies, streamlines our interviewing process and ensures interviewing consistency across global markets.”

- Fortune 500 Credit Card Issuer

To learn how your organization can put InterView and Interview Expert to work for you, please contact your PreVisor account manager or call 800-367-2509.

InterView



Through proprietary scoring and ranking capabilities, PreVisor’s InterView gives insight to identify top candidates. InterView includes behaviorally-anchored rating scales to evaluate candidate answers to structured interview questions. With this format, raters select from five scale points to clearly differentiate a candidate’s performance ranking for an objective candidate comparison. Then, overall interview scores for each candidate can be calculated and candidates can be compared via a stack ranking (top to bottom) so the highest rated candidates can easily be identified. Combine with PreVisor assessment scores, for an instant snapshot of the top performing candidates.

Enhance Your Employer Brand

The interview is one of the most important ways the employer brand is communicated to candidates. The company value proposition, culture, and attitudes are all conveyed during the interview process, and the impressions candidates gain during the process directly affect their employment decisions and what they tell others about your company. Previsor’s InterView helps interviewers make a positive impression on candidates, significantly enhancing your employer brand.

Do Things Your Way

PreVisor’s InterView can be delivered as an “off the shelf” solution that includes interview templates designed to predict success in a variety of job families, ranging from entry-level to executive positions. PreVisor Professional Services are available for those organizations that desire a customized or integrated approach for a solution tailored to your company’s specific needs and competencies.

Provide the Structure and Skills to Improve your Hiring Process

Complete with video vignettes, illustrations and self evaluation components, Interview Expert is a highly scalable and less expensive alternative to traditional face-to-face training of interviewers. This easy-to-use system will give you the ability to train all interviewers to make sure they conduct interviews in a consistent and legally compliant manner.

Helping				
Showing a genuine concern for the welfare of others or the organization; offering to assist others by giving suggestions, providing information or emotional support, or performing work.				
Helping: Question 1 of 3 Tell me about a time when you went out of your way to help someone at work.				
Probe(s) <ul style="list-style-type: none">• What did you do to help this person?• What happened as a result of your assistance?• What was the situation? What kind of help was needed?				
Situation	Behavior	Outcome		
Comments				
Ratings for Helping: Question 1 of 3				
Below Average		Average	Above Average	
1	2	3	4	5

Previsor’s well defined behavioral rating scales facilitate an objective approach to rating candidates.

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