

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

The interview is an important deciding factor in the quest for the best employee. 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.

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 an easy-to-use wizard. Online rating forms can be easily emailed to all 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

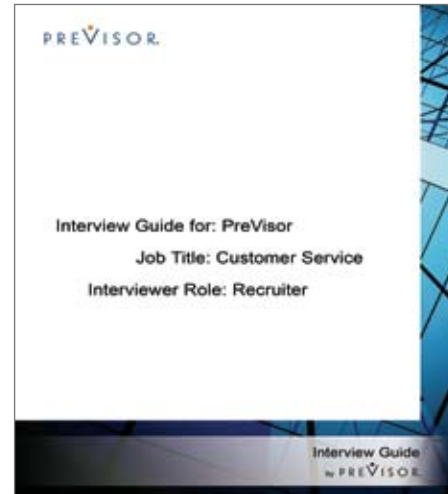
PreVisor's InterView can establish a consistent approach to talent selection across the organization. It provides the ability to structure the interview and monitor the questions being asked. The interview guide presents unique questions for each interview level so each interviewer gathers additional 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, and you can also add and manage custom questions for competencies your organization already has in place.

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.



“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



InterView

Quickly Identify Top Candidates

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.

Summary Report for Job Admin Assistant Level 2 - Job ID (775)

All Sitings Admin Assist. Test Sitting Admin Assist. Interview Sitting

Show		Application		Admin Assist. Test Sitting					Admin Assist. Interview Sitting								
Hide	RANK	Last Name	First Name	Recommend	Overall	Detail Report	eScore	Completion Date	Start Now	Recommend	Overall	Compensation Expectations	Accountability	Achievement	Business Analysis Skills	Coaching and Development	Detail Report
<input type="checkbox"/>	1	Sanders	Alice	✗	0			07/09/2007		✓	5.00	5.00	5.00	5.00	5.00	5.00	
<input type="checkbox"/>	2	Whitmore	Felicia	✓	100			07/09/2007		✓	4.90	4.50	5.00	5.00	5.00	5.00	
<input type="checkbox"/>	3	Wall	Jack	✓	100			07/09/2007		✓	4.80	5.00	4.50	5.00	5.00	4.50	
<input type="checkbox"/>	4	Simson	Maqola	✓	0			07/09/2007		✓	4.50	4.50	5.00	5.00	3.00	5.00	
<input type="checkbox"/>	5	Fellaw	Sarah	✓	100			07/11/2007		✗	2.90	3.00	3.50	4.00	1.50	2.50	
<input type="checkbox"/>	6	Budoe	James							✗	1.00	1.00	1.00	1.00	1.00	1.00	

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PreVisor automates the calculation of overall candidate interview and assessment rating scores and compares candidates via a stack ranking, allowing for easy determination of top 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.

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