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Emerging Hiring And  
Executive Search Trends  
During The Pandemic



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**Are In-Person Interviews Still  
Happening During Covid-19**

**YES!**

**Are In-Person Interviews Different  
During Covid-19**

**YES!**



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# Two Types of In-Person Interviews During Covid-19

1. Web-Conference
2. Face-To-Face

**It Will Be The Preparation For The  
Two That Will Be The Difference**

# Key Factors for Web Confernece Interviews During Covid-19

- Find out what web conference platform (i.e. Zoom, Skype, WebX, GoToMeeting, Teams, etc.) they are going to use and try and conduct a test with a friend or colleague
- Know The Platform, Especially If You Are Going To Be Conducting A Presentation
- Determine the best setting to conduct your interview without interruption
- Make sure you have good internet connectivity
- Check microphone levels and camera position
- Make sure you are appropriately dressed



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# Key Factors for Face-To-Face Interviews During Covid-19

- Safety, Safety, Safety
  - Candidate (Wear Mask & Carry Hand Sanitizer)
  - Those Conducting The Interview
- Ask What Safety Protocols Have Been Put In Place For Interview (i.e. No Handshaking, Masks, Social Distancing, Technology, etc.)
- Follow The Safety Protocols
- Speak Louder Than Normal When Talking & Know When It Is Appropriate To Remove Your Mask



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# Key Factors for In-Person Interviews During Covid-19

- Know How The Business/Organization/Institution Is Handling Working Situation Since The Covid-19 (i.e. Working Remotely, In The Office, Hyber) & The Plans Moving Forward.
- Know How The Business/Organization/Institution Has Been Impacted Financially By Covid-19 (Currently & Anticipated)

Knowing This Information Will Help You Frame Your Answers & Presentation Whether Web Conference Or In Person



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# Key Factors for In-Person Interviews During Covid-19

Questions To Be Prepared For:

1. What Is Something You Learned About Yourself Since The Covid Outbreak?
2. What Are Some New & Innovated Ways That You Or Your Business/Organization/Institution Operate Differently Since Covid?
3. How Do You See Covid Impacting the Business/Organization/Institution In the Future?
4. What are the work options?
5. For working in the office, what are the safety protocol?
6. How is your Business handling vaccine requirements?



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# QUESTIONS



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