

Storyboard for Vyond Video: How to Interview Potential Technical Team Members at Company X

Target Audience: Human Resources interviewers, hiring managers, and anyone involved with recruiting/ hiring as part of onboarding within these positions and annual compliance training

Learning Objective:

- Determine strategies to efficiently manage time during the interview process

Directions: Notes for Reviewers:

- Please focus on the **accuracy** and **completeness** of the content during this review cycle. Please write comments in the Notes section. For edits/revisions, please highlight within text and create Comment box. "Page breaks" for the online course will be adjusted after the content is edited. Please provide all feedback within 5 business days of receiving the storyboard.

Directions to Developers:

- Each table in this storyboard represents one scene
- Slide size is 16:9
- Avatar for Human Resources Interviewer is female named Margo; WellSaid Labs voice Paige
- Avatar for Hiring Manager is male named Henry; WellSaid Labs voice Kai
- Avatar for Software Developer candidate is Carla
- Audio will be lip synced with character speaking

Font:

Railway Regular (body)

Railway Extra Bold (bold, headings)

Color Palette

Hex#E63946	Hex#F1FAEE	Hex#A8DADC	Hex#457B9D	Hex#1D3557

Scene	Visual / Display:	Script/ Audio	Programming/ Animation	Comments
1	- office background with multiple employees around center shared desk - Margo - Title banner: Welcome to Managing Time Efficiently - subtitle banner: During the Interview Process	[Margo] Welcome to Managing Time Efficiently During the Interview Process [instrumental music: Chasing the Spotlight fades in to 50% volume]	- Text is timed to audio - Title banner enters slide right - subtitle banner enters flying words - Margo is animated to motion to the title banner	
2	- Office background - Henry seated behind desk on left of slide. - Label: Henry, Hiring manager	[Henry] <i>Hi, I'm Henry, a hiring manager at our company.</i>	- Scene transitions in with Iris square from the previous scene - Henry is animated with narration. - label slides right	
3	- continue scene - Margo enters from right of scene - Label: Margo, HR interviewer	[Margo] Hello. I'm Margo.	- Margo walks in from the right side of the screen, as if walking into the office. - Margo is talking.	
4	continue scene	[Margo] <i>I'm a human resources interviewer at our company.</i>		
5	- Henry's office - He is seated at a desk		- Scene transitions in with Iris square from the previous scene - Henry is typing - How to make Henry turn to see Margo coming in	
6	- continued scene - Margo enters	[Margo] <i>Hi, Henry! What's the news with the potential software developer my team sent you two weeks ago?</i>	- Margo walks in from slide right - Margo is animated throughout the audio as she talks to Henry.	

Scene	Visual / Display:	Script/ Audio	Programming/ Animation	Comments
			Henry turns to look at Margo.	
7	- continued scene - Thought bubble has picture of Carla - icons around thought bubble show technology	<i>Isn't she perfect for pushing our product forward fast? We need her, like, yesterday.</i>	- thought bubble and masked picture of Carla appear as a blur - technology icons pop to appear - camera zooms in on Margo and thought bubble	
8	- Henry slumps into chair and puts his head in his hands. - thought bubble shows Henry at desk with lots of paperwork	[Henry] <i>Oh, I had something come up last minute and had to cancel our interview.</i>	- Henry is animated throughout the audio as he talks to Margo. - Camera zooms in on Henry. - within thought bubble, urgent emails rise from his computer	
9	- continued scene, no thought bubble - Margo has hands on hips, is frowning	[Margo] <i>Henry! My HR team spent three weeks sifting through dozens and dozens of resumes and interviewing candidates</i>	- Scene transitions to begin with dissolve effect. - Margo is animated talking to Henry throughout the audio.	
10	- continued scene - Margo has thought bubble showing unicorn	[Margo] <i>before we submitted her to your team. She's our unicorn!</i>	- Camera zooms in on Margo. - At mention of unicorn, thought bubble appears above Margo's head with unicorn inside the bubble.	
11	continued scene from Scene 9	[Henry] <i>I'm sorry I let the ball drop. Don't worry, I'll call her right now to reschedule.</i>	- Henry stands up. - Henry is animated talking to Margo throughout the audio.	
12	- continue scene - Henry on the phone - Carla is on right of screen in a different office, on the phone	[Henry] <i>Sorry I haven't been in touch. We'd like to schedule your interview with our hiring team. Are you available next Thursday?</i>	- Scene transitions to begin with a square iris effect - Henry is animated talking on phone throughout the audio.	

Scene	Visual / Display:	Script/ Audio	Programming/ Animation	Comments
13	- question mark background - Dialogue box on left: Agree to meet next Thursday. - Dialogue box on right: Inform Henry that you were offered a position at Company V, a direct competitor.	[Margo] <i>Imagine you are the software developer. How would you respond?</i>	- Scene transitions to begin with a square iris effect - Text box pops up	
14	continued scene		- mouse cursor selects B - camera zooms in on dialogue box B	
15	continued from scene 7; Henry is standing behind his desk and sad. Margo looks at him with neutral expression.	[Henry] <i>The software developer candidate was hired by our competitor, Company V.</i>	- scene transitions with a square iris effect - Henry is animated talking to Margo throughout the audio. - How to make Henry sit smoothly	
16	- continued scene - Henry is seated with head hanging down	[Margo] <i>It isn't surprising that the unicorn decided to go with a company that made her a priority.</i> <i>Your last minute cancellation and then not rescheduling immediately sent her the message "You are not important to me."</i> <i>What a waste of our time and the candidate's time.</i>	- Margo is animated talking to Henry throughout the audio. - Margo has frustrated pose and expression. - Camera zooms in on Margo after 5 second delay.	
17	On left half of screen: Circle graph to 40%	[Narrator] <i>Depending on the industry, more than 40% of recruiters spend</i>	Slide transitions with iris circle left effect	

Scene	Visual / Display:	Script/ Audio	Programming/ Animation	Comments
	with online text reads “more than two weeks long” Right half of screen is darkened	<i>more than two weeks on the interview process...</i>	- circle graph has circular reveal animation - text effect slide right to enter	
18	- continue slide - On right half of screen: background lightens and Circle graph to 25% with online text reads “less than two weeks”	<i>[Narrator] and only 25% of them say they hired someone in two weeks or less.</i>	- slide transition with iris circle right effect - circle graph has circular reveal animation - text effect slide left to enter	
19	- Sand timer (full) graphic is on bottom left of slide - Margo is center, pointing left to text - Text: Value time.	<i>[Margo] Timeliness is important. Don't waste a candidate's time. A good candidate has other opportunities besides yours.</i>	- Slide transitions with iris square center effect - Margo is animated talking throughout the audio. - Text enters slide right with audio narration	
20	- Scene is divided vertically in half with theme navy on left with text; Carla's home office on right - Carla is typing on right side of screen - On left two arrows pointing right read: - Interview them - Make a decision	<i>[Margo] Interview them, and get them a decision. It's the right thing to do and the candidate will appreciate the courtesy.</i>	- scene transition slide right - Arrows slide right to enter timed with narration	
21	repeat scene 12 , Margo and Henry on left of screen with calendar	<i>[Margo] There's nothing more frustrating than having a great candidate and then losing them because the hiring manager doesn't</i>	- Slide transitions with iris square effect - Margo is animated talking throughout the audio.	

Scene	Visual / Display:	Script/ Audio	Programming/ Animation	Comments
	Margo on right of screen with 3 thought bubbles labeled Company V, Company W, Company X	<i>put a priority on getting the interview completed.</i>	Thought bubbles pop to enter one at a time over Carla's head.	
22	- repeat scene 19 - banner: Schedule interview for the earliest time - calendar with circle picture of Carla on a Monday and a different avatar on a Wednesday	[Margo] <i>If hiring someone is important to you, then get the interview scheduled for the earliest time.</i>	- scene transition with iris square effect - Margo is animated talking throughout audio - banner and subtitle slide right to enter separately - calendar slide right to enter - camera zooms in on calendar near the end	
23	repeat scene 21; except use calendar from scene 22		scene begins on calendar then camera zooms out to show Margo talking to Henry	
24	- repeat scene 22, - banner: Reduce number of interviews.	[Margo] <i>One of the things that turns off a candidate is when they have to have multiple interviews. A candidate</i>	- Slide transitions with iris square effect - Margo is animated talking throughout the audio. - Text enters slide right with audio narration	
25	- Conference room of Company V, large table with executives seated around - Carla is in background on a projected video screen	[Margo] <i>could accept another job while waiting on their second face-to-face interview.</i>	- scene transitions with a dissolve effect - one executive is typing on computer	

Scene	Visual / Display:	Script/ Audio	Programming/ Animation	Comments
	cloud in upper right showing Margo and Henry looking over scene			
26	- dark background 3 masked circles in top row show CEO, COO and CFO, labeled 2nd row has rectangular picture of 7 employees labeled staff, include Margo and Henry	[Margo] <i>So have all the decision makers present and involved in the first interview and make a decision quickly.</i>	scene transition slide right	
27	- repeat scene 25 - employees around desk are cheering	[Margo] <i>If you like the candidate, chances are another company does too.</i>	scene transition dissolve	
28	- continued from Scene 24; - lower right of screen has Zoom window with Carla being the largest window - Text reads Multiple interviewers participate	[Margo] <i>Another strategy to use time efficiently when you have multiple interviewers is to have them individually ask a subset of questions. This way everyone in the meeting can hear and assess the candidate's answers.</i>	- scene transitions with a iris square effect - Margo is animated talking throughout the audio. - Carla is animated talking	
29	- banner reads Summary - office background, empty of all furniture - bottom of screen has four pentagons pointing right in various theme colors	[Henry] [1] <i>If I had just managed time better.</i> [2] <i>Scheduled the interview for the earliest time before she had a chance to interview with our competitor.</i> [3] <i>Had all of our decision makers present so that we wouldn't need to schedule multiple interviews.</i>	- scene transitions with a dissolve effect - Henry is animated talking throughout the audio. - Henry is walking screen left across to exit screen right - pentagons with labels slide right to enter with narration mention	

Scene	Visual / Display:	Script/ Audio	Programming/ Animation	Comments
	labels left to right [1] Manage time; [2] Schedule early; [3] One interview; [4] Everyone participates	[4] <i>That way everyone in the interview could ask their questions and hear our candidates' answers so we could make our decision quickly.</i>		
30	- Henry standing in an empty office - clock on his right	[Henry] <i>If I could just go back in time to before the candidate was hired by our competitor, I could fix my mistake.</i>	- scene transitions with dissolve - clock has a circular reveal	
31	- same as scene 17 - Margo appears neutral - Carla appears inside thought bubble between Henry and Margo	[Henry] <i>The software developer candidate, Carla, is coming in for an interview next Thursday.</i>	- scene transition dissolve - Margo walks in from scene right before Henry speaks - Henry is animated talking throughout audio	
32	- continue scene - Margo is cheering	[Margo] <i>Thank goodness! I've been worried that our competitor, Company V might scoop her up.</i>	- Margo is animated talking throughout audio - Margo is cheering	
33	continue scene		Margo is clapping	
34	continue scene		Margo has hands behind her back	
35	continue scene	[Henry] <i>You can count on me to use strategies to efficiently manage time during the interview process so that our company can hire quality candidates and grow our business.</i>	- Henry stands up and walks around desk to Margo then speaks. - Henry is animated talking during audio - Henry high fives Margo.	
36	continue scene		- Henry walks toward Margo - Henry is animated and talking.	
37	continue scene		- Henry and Margo high five. - camera zooms in on Henry and Margo	
38	continue scene	Chasing the Spotlight volume starts at 10% and ends at 50%	- scene transition iris square - confetti rains over characters	

