

Compliance Training: Interview Strategy

Target Audience: The target audience consists of Hiring Managers and Recruiters, with an average age of 35. Some of them have technical expertise while others have a background in HR.

Learning Objectives: At the end of this course, learners will be able to:

1. Identify several ways that Hiring Managers and Recruiters can improve their Interviewing Strategy.
2. Classify a set of Interviewing Strategies as either effective or ineffective.

Seat Time: Seat time is expected to be around 20 minutes.

Outline:

- **Introduction**
 - Welcome
 - Navigation
 - Learning Scenario
 - Pre-assessment
 - Learning Objectives
- **Topic: Timeliness**
 - Explanation of the importance and need for timely interviews.
 - Branching Scenario-based learning allowing the learner to see how different decisions made in this section of the Interviewing Strategy will affect the overall hiring process.
- **Topic: Know what you want**
 - Explanation of the importance and need for fully defining the job in the job post, knowing what the required skills for each specific job post are.
 - Branching Scenario-based learning allowing the learner to see how different decisions made in this section of the Interviewing Strategy will affect the overall hiring process.
- **Topic: Don't have a checklist**
 - Explanation of the importance and need for not being overly specific and restrictive in the previous section.
 - Branching Scenario-based learning allowing the learner to see how different decisions made in this area of the Interviewing Strategy will affect the overall hiring process.
- **Topic: Prepare for your interview**
 - Explanation of the importance and need for having a prepared list of questions ahead of time for the interview.
 - Branching Scenario-based learning allowing the learner to see how different decisions made in this section of the Interviewing Strategy will affect the overall hiring process.

- **Knowledge Check:** Prepare for your interview
- **Topic: Train the other interviewers**
 - Explanation of the importance and need to train all the members of the interviewing committee on how to conduct an interview.
 - Branching Scenario-based learning allowing the learner to see how different decisions made in the Interviewing Strategy will affect the overall hiring process.
- **Topic: Keep the purpose in mind**
 - Explanation of the importance and need for keeping the purpose of the interview in mind.
 - Branching Scenario-based learning allowing the learner to see how different decisions made in the Interviewing Strategy will affect the overall hiring process.
- **Topic: All present and accounted for**
 - Explanation of the importance and need for making sure all decision makers are available for the interview so as to not make interviewee wait for second or third interviews.
 - Branching Scenario-based learning allowing the learner to see how different decisions made in the Interviewing Strategy will affect the overall hiring process.
- **Course Summary**
- **Assessment**
 - 5 multiple choice questions based on the 4 learning objectives
 - Feedback for both passing and failing
- **Congratulations/Exit course**

Directions:

- Please focus your review on the information within the colored tables below.
- To leave comments, suggestions, or ideas on things you would like to improve or address, please use the Review tab in Word and click on New Comment to make comments on the storyboard.
- When leaving feedback, try to be as clear with what you'd like to see as possible. For example, instead of saying something broad and general like "Can you move this image somewhere else, or change it? I don't like where it's at.", you could instead say "This image needs to be moved to the lower right-hand side of the screen."
- Please do not delete or resolve previous comments so that I may better track the changes we discuss.

- If you would like to make changes to the information within the storyboard tables themselves, please ensure that Track Changes for everyone is enabled; this can be found in the Review Tab as well.
- Please review and send this storyboard with your comments and tracked changes back to me in a week's time in order for us to stay on schedule with the Review Cycle phase of this project. Thank you.

General Information about the module:

Suggested Font to be used:

- Montserrat Medium (titles/headings) – size 36 font
- Montserrat (subtitles and body) – size 24 font for subtitles, size 18 font for body text
 - o All text is white unless indicated otherwise.

Suggested Color Palette:

[Black]	[Accent 1]	[Accent 2]	[Accent 3]	[Accent 4]	[Accent 5]	[White]
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Suggested Avatars:

- 3 avatars
 - o Steven - Hiring Manager, man in his 40 or 50 in business casual dress
 - o Vivian – HR Recruiter, woman in her late 30s in business casual dress
 - o Josh – Interviewee, young man in his mid to late 20s in professional dress

Additional Suggestions/Notes:

- Use the Modern Player in Storyline
- Custom color scheme for shapes throughout
- White text/font on colored background unless otherwise specified
- Narrator to guide course – voice of a middle-aged woman
- Seek bar to be visible and controllable for learner on all slides and layers
- Menu is “free” to navigate
- Slide dimensions to be 16:9 ratio with slide size 1280:720
- In the storyboard below, the text in [brackets] will not appear on the slide or be recorded in voiceover (VO); it is there as a guide
- The slide numbers with letters (ex. 1.8a) below indicate layers that will be on the corresponding slide number

Module Resources/References: N/A

Slide [1.1]/ Menu Title: <i>Welcome</i>			Objective: [#]
Visual / Display:	Slide Text:	Narration / Voiceover (VO):	Animation / Interaction:
Background image: -An image like the one pictured below will be used.  Course Title: -Title will be in a semi-transparent shape, placed on top of the image. Custom Start and Navigation buttons: -Buttons are semi-transparent shapes, aligned on the lower right-hand corner.	[Slide Title] Compliance Training: Interview Strategy [Buttons] - START - NAVIGATION	[Narrator] [1] Welcome to your Compliance Training on our company's Interview Strategy. In this course, you will learn best-practices on how to create a successful Interview Strategy to increase the number and quality of our new hires. If you are already familiar with the course navigation controls, you may click on the Start button to begin the course. If you would like some help learning how to navigate the course, click on the Navigation button. When you are ready, let's get started.	Previous and Next buttons will be hidden so that there is only one navigation pathway for this slide. The title fades in when VO begins. Start and Navigation buttons will fade in timed with their respective VO reference. They will have triggers set to take the learner to their respective slides, 1.2 for the Navigation button or 1.3 for the Start button.

Slide [1.2]/ Menu Title: <i>Course Navigation</i>			Objective: [#]
Visual / Display:	Slide Text:	Narration / Voiceover (VO):	Animation / Interaction:
-Menu is visible on the left. Background & image: -Background is accent 4. An image like the one pictured below will be centered on the slide, with rounded and soft edge border effects.	[Slide Title] Navigation [Callouts] - Previous - Next - Accessibility - Volume - Replay - Seekbar - Play/Pause	[Narrator] Please take a moment to familiarize yourself with the course navigation player, so that you feel comfortable navigating through the course. If you are already familiar with these controls, you may proceed to the next slide. You will notice that the player is at the bottom of each screen. This player has many buttons that we will go through and explain. If you'd like to go backward or	Title and image will fade in at the beginning of the timeline. A magnifying glass icon will fade into the center of the slide when the VO says "If you'd like to..." It will travel along several motion paths, moving from the center to the corresponding player features

 Title: -Title will be in a shape or textbox, placed in upper left-hand corner. -Callout shapes with labels will point to the player features.	- Menu	forward in the course, click the previous or next buttons. Accessibility options are located here. To adjust the volume, click the volume icon. Click the replay button to see the entire slide again or adjust the seekbar at any time to review a portion of the slide. You can also pause the player. Click the same button again to resume play. Finally, you can also revisit a slide by using the menu on the left.	in time with the VO reference. As it reaches each player feature, the callout shape with the corresponding label will fade in. The magnifying glass will fade out after reaching the Menu on the left mentioned in the VO.
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Slide [1.3]/ Menu Title: <i>Workplace Scenario</i> Objective: [#]			
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background image: -An image like the one pictured below will be used.  Title: -Title will be in a shape or textbox, placed in upper left-hand corner. -Slide begins with just the avatar of Vivian (HR Recruiter) on the right	[Slide Title] Workplace Scenario [Vivian thought bubble] Wow. I can't believe this! After all my hard work. This is so frustrating! [Steve callout] Hi Vivian! When will we be ready for our next round of upcoming interviews for the tech team? Have you found a good pool of applicants? [Vivian callout] Not yet. It is so frustrating! My pool of applicants is so	[Vivian] [1] Wow. I can't believe this! After all my hard work. This is so frustrating! [Steve] [2] Hi, Vivian! When will we be ready for our next round of upcoming interviews for the tech team? Have you found a good pool of applicants? [Vivian] [3] Not yet. It is so frustrating! My pool of applicants is so small. No one is applying, and the promising interviewee from 2 weeks ago just canceled his third interview as well because he got hired somewhere else. At this rate, we'll never reach the 2000 new hire goal!	Next button is disabled at the beginning. When timeline ends, slide auto advances to the next slide with a pre-assessment question. Title and Vivian avatar fade in at the beginning of the timeline. Steve fades in from the left. The callout text will be displayed on the slide timed with the VO audio. Callout shapes track their conversation, fading in and out timed with the VO.

side of the slide facing the learner. Steve avatar will appear on the left side facing Vivian. Vivian will stay on the right side and face Steve once he enters. -Callout shapes track conversation on screen. Avatars: -Vivian avatar has 2 poses: frustrated and conversing, starting with frustrated and then changing to conversing after Steve comes in and starts talking to her. -Steve avatar has 2 poses: conversing, then concerned, starting with concerned and then switching to concerned after Vivian responds to him.	small. No one is applying, and the promising candidate from 2 weeks ago just canceled his third interview as well because he got hired somewhere else. At this rate, we'll never reach the 2000 new hire goal! [Steve callout] Really? That's too bad! He was a great candidate. I can see why you're frustrated, but three interviews besides the initial phone interview is a bit much, isn't it? [Vivian callout] --I know! But not everyone could make it to the second one, even after I rescheduled it. I was so sure we had him too...	[Steve] [4] Really? That's too bad! He was a great candidate. I can see why you're frustrated, but three interviews besides the initial phone interview is a bit much, isn't it? [Vivian] [5] I know! But not everyone could make it to the second one, even after I rescheduled it. I was so sure we had him too...	
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Slide [1.4]/ Menu Title: <i>Workplace Scenario 2 [hidden from Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background: -Background is accent 4. Preassessment: A large rectangle is centered on the slide and holds the preassessment question, directions, and answer	[Preassessment question] According to the Interview Strategy best practices, what should Vivian have done differently? [Directions] Select the answer that you think is best.	[Narrator] [1] Think about the decisions Vivian made in trying to recruit her last candidate. According to the Interview Strategy best practices, what should Vivian have done differently? Select the answer that you think is best.	The Next button will be hidden on this slide. Large rectangle fades out from the center of the shape at the start of the timeline; VO will start once the fade-out animation has finished. Text

choices. The rectangle will use multiple palette colors. -The answer choices appear below the question and directions and are written in three smaller rectangles aligned left to right. Each answer choice is connected to a layer that includes corresponding audio and a copy of the selected state. -The left rectangle holds the correct answer. The selected state includes the text “Try again.” -The middle rectangle holds the second-best answer. The selected state includes the text “Try again.” -The right rectangle holds the least appropriate answer. The selected state includes the text “Yes.”	[Left Answer Choice – Wrong] Not rescheduled the interview as this might have annoyed the candidate and gave him a bad impression of our company. [Middle Answer Choice – Wrong] Have sold the compensation and benefits packet more during the previous interviews so that the candidate could see our company as his best opportunity. [Right Answer Choice – Correct] Have remembered that Timeliness is key in our Interviewing Strategy.	[Narrator – Left Audio] [2] Close. While it is possible that rescheduling the interview might have upset the candidate and gave him the impression that our company is unprofessional and disorganized, that is not the main issue here. Having too many interviews extended and delayed the hiring process, increasing the possibility that the candidate could get hired on elsewhere. [Narrator – Middle Audio] [3] Not quite. Although our benefits package is a great selling point for us, making it more of a point of emphasis would not have helped in this situation. Having too many interviews extended and delayed the hiring process, increasing the possibility that the candidate could get hired on elsewhere. [Narrator – Right Audio] [4] Yes! Rescheduling interviews and having multiple interviews delays the hiring process and gives the interviewee more time to consider offers from other companies. Remember, our company is not the only opportunity available to the candidate. If you like the candidate, chances are another company does too. We are competing against other companies for candidates just like candidates are competing against other candidates for our job.	box with question fades in in time with VO reference. The 3 rectangles with answer choices fade in together in time with directions. Learner can’t click on the answer choices until the question and directions VO completes. Answer choices have disabled, normal, hover and selected states. Learners can click on any answer choice rectangle. State changes to selected. Selected state includes corresponding text, “Yes” or “Try again.” Each answer choice triggers a different layer with a VO response. Learners can click among the answer choices to get feedback until they select the correct answer. When the audio completes on the CORRECT answer (right), this slide will auto advance to Slide 1.5.
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Slide [1.5]/ Menu Title: <i>Learning Objectives</i>			Objective: [#]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background: -Same office space as slide 1.3, so it looks like we are coming back to where we were before the preassessment question. Title: -Title will be in a shape or textbox, placed in upper left-hand corner. Avatars: -Vivian avatar has 2 poses: 1st with a listening expression facing left, and then a smile expression facing left. -Steve avatar is closer to Vivian, near the center of the slide, and has 2 poses: 1st facing right talking, then a smile expression with an extended arm gesture to the left. LO's: -The learning objectives will appear to the left of Steve, and both avatars will be facing the LOs. The LO's text will appear in a similarly styled rectangle as the preassessment question. The rectangle should use multiple palette colors. Directions:	[Slide Title] Learning Objectives [Steve] I'm sorry Vivian. You really are a great recruiter, and I know you will help us find many candidates for our tech team. I think the issue this time was that you were not timely enough throughout the interview process. Let me help you! I don't want you to keep feeling frustrated. Let's go over our company's Interview Strategy. By the time we finish, you'll know how to: [Learning Objectives] 1. Identify several ways that Hiring Managers and Recruiters can improve their Interviewing Strategy, and 2. Classify a set of Interviewing Strategies as	[Steve] [1] I'm sorry Vivian. You really are a great recruiter, and I know you will help us find many candidates for our tech team. I think the issue this time was that you were not timely enough throughout the interview process. Let me help you! I don't want you to keep feeling frustrated. Let's go over our company's Interview Strategy. By the time we finish, you'll know how to: ... identify several ways that Hiring Managers and Recruiters can improve their Interviewing Strategy, and ... classify a set of Interviewing Strategies as either effective or ineffective. [Narrator] [2] Click on the next button to learn more.	Next button is disabled at the beginning and will go back to normal when the timeline ends. Title will fade in at the beginning of the timeline. Steve avatar begins in talking pose and Vivian in listening pose. When the VO says "Let me help you!" Vivian avatar changes to smile expression. When VO says "Let's go over..." Steve avatar changes to second pose gesturing to left. On the left side of the screen, the LOs rectangle and text will fade in timed with the VO. Directions will fade in timed with the VO.

-Directions will appear in a shape on bottom right corner of the screen.	either effective or ineffective. [Directions] Click on the next button to learn more.		
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Slide [1.6]/ Menu Title: <i>Our Interviewing Strategy</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Title: -Title will be in a shape or textbox, placed in upper left-hand corner. Background: -Background is accent 4. Accordion interaction: -Nearly the entire slide is taken up by an accordion (vertical click-to-reveal) interaction. -7 vertical tabs displaying the tab titles take up 1/2 of the accordion area, stacked to the left, leaving the remaining space on the right the Subtitle and Directions. -The closed accordion will show on the screen to start. When the learner clicks on each tab, it will pop to its open position and display the information for that tab. -Each tab will be a different palette color. The layer associated with each	[Slide Title] Our Interviewing Strategy [Accordion numbered tabs] 1. Timeliness 2. Know what you want 3. Don't have a Checklist 4. Prepare for the interview 5. Train your interviewers 6. Remember the purpose 7. Meet everyone [Subtitle, shown on top of closed accordion] Discover -7 best practices associated with our company's Interviewing Strategy. [Directions, shown on top of closed accordion]	[Steve] [1] As Hiring Managers and Recruiters, we often focus so much on trying to build a quality pool of applicants to pick from that we forget to follow that process up with a great Interview Strategy that will help us land those great candidates. At times, this leads to us losing out on hiring some great employees for our company, losing out to our competitors. Take some time to discover and study these seven best practices associated with our company's Interviewing Strategy. If you follow these practices, you can be sure that you will execute a successful Interview Strategy that will lead to hiring the best candidates for our company. [Narrator] [2] Click on tab number one to learn more. The next tab will become available when you finish the one you are currently on. When you have finished viewing all the tabs, click on the Next button to continue.	Title will fade in at the beginning of the timeline. Subtitle and directions will fade in timed with the VO reference. All tabs have disabled, normal and selected states. The learner is restricted from clicking on the 1st tab until the VO finishes. The learner will start with #1, which will open the accordion and show the corresponding slide layer. The following tab is disabled until all content for the current tab is viewed, and so successively for the other tabs. When the learner clicks on each tab, the accordion will pop open to the corresponding layer. Each layer will show the accordion in the open position

tab, as in the “open” section of each accordion area, should have the same background palette color as the tab for that section. Subtitle: -Subtitle will be in a shape or textbox, placed on top of closed accordion. Directions: -Directions will appear in a shape placed on top of closed accordion, under the Subtitle.	-Click on Tab #1 to learn more. -Click on the Next button when you are finished viewing all the tabs.		and have content related to the tab title. The Next button will be restricted until all 7 of the tabs have been selected and all 7 layers and additional content has been viewed. When the learner is finished viewing all content, they will click on the Next button, and it will jump to Slide 1.15.
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Slide [1.6a]/ Menu Title: <i>[Insert Title]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background: -Everything is the same as the base layer, except the area of the accordion. Accordion: -The accordion is popped open and tab 1 is alone to the left; the other tabs are stacked to the right, leaving an open space in between. It will have the same background palette color as the tab for #1. Image: -An image related to time will be shown on left side within the open	[Subtitle] Make Completing the Interview a Priority • Get the interview scheduled for the earliest possible time • Try not to reschedule • NEVER no-show to an interview - maintain your commitment	[Steve] [1] There's nothing more frustrating than having a great candidate and then losing him or her because the hiring manager doesn't make it a priority to get the interview completed. If hiring someone is important to you, then get the interview scheduled for the earliest possible time. Remember, our company is not the only opportunity available to the candidate. We have had hiring managers and recruiters cancel an interview and reschedule it. Then, on the day the rescheduled interview was to happen, they were a no-show. Then the candidate says they have no desire to reschedule and are no longer considering the position. The message we sent to the candidate was, "You are not important to	Subtitle fades in at the beginning of the timeline. Bullet points fade in with their respective VO reference. When the audio completes on this layer, this slide layer will auto advance to Slide 1.7.

accordion. Text is to the right of the image. Subtitle: -Textbox displayed within open section of accordion. Bullet points listed below.		us." It isn't surprising that the candidate would think, "I'd rather go with someone who would make me a priority." [Narrator] [2] Let's look at an example to see how different decisions made in this section of an Interviewing Strategy will affect the overall hiring process.	
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Slide [1.6b]/ Menu Title: <i>[Insert Title]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background: -Everything is the same as the base layer, except the area of the accordion. Accordion: -The accordion is popped open and tabs 1 and 2 are to the left; the other tabs are stacked to the right, leaving an open space in between. It will have the same background palette color as the tab for #2. Image: -An image related to knowing/understanding or likes/dislikes will be shown on left side within the open accordion. Text is to the right of the image. Subtitle:	[Subtitle] Know what you want - Fully define the job - Know the technologies involved, the team culture and dynamic, as well as the business skills needed to do the job	[Steve] [1] If we don't know exactly what we want and need, we won't be able to interview someone and know if they're the right match for the job. An important first step is to fully define the job. We want to know the technologies involved, the team culture and dynamic, as well as the business skills needed to do the job. [Narrator] [2] Let's look at an example to see how different decisions made in this section of an Interviewing Strategy will affect the overall hiring process.	Subtitle fades in at the beginning of the timeline. Bullet points fade in with their respective VO reference. When the audio completes on this layer, this slide layer will auto advance to Slide 1.8.

-Textbox displayed within open section of accordion. Bullet points listed below.			
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Slide [1.6c]/ Menu Title: <i>[Insert Title]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background: -Everything is the same as the base layer, except the area of the accordion. Accordion: -The accordion is popped open and tabs 1-3 are to the left; the other tabs are stacked to the right, leaving an open space in between. It will have the same background palette color as the tab for #3. Image: -An image related to a checklist will be shown on left side within the open accordion. Text is to the right of the image. Subtitle: -Textbox displayed within open section of accordion. Bullet points listed below.	[Subtitle] Don't have a Checklist • Don't include specific software programs in your requirements • Look for intelligent candidates that can learn what's needed to do the job	[Steve] [1] Knowing what you want is good. However, don't have a checklist that would eliminate most or even all the potential candidates. Software, for example, changes all the time and is not recommended to be included as part of the job requirements. Some new framework that's hot today will be replaced by some other framework in six months. What you need is a smart person, not a robot. Look for an intelligent person and he or she will learn what's needed to do the job. [Narrator] [2] Let's look at an example to see how different decisions made in this section of an Interviewing Strategy will affect the overall hiring process.	Subtitle fades in at the beginning of the timeline. Bullet points fade in with their respective VO reference. When the audio completes on this layer, this slide layer will auto advance to Slide 1.9.

Slide [1.6d]/ Menu Title: <i>[Insert Title]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background:	[Subtitle]	[Steve]	Subtitle fades in at the beginning of the timeline.

-Everything is the same as the base layer, except the area of the accordion. Accordion: -The accordion is popped open and tabs 1-4 are to the left; the other tabs are stacked to the right, leaving an open space in between. It will have the same background palette color as the tab for #4. Image: -An image related to thinking or preparing will be shown on left side within the open accordion. Text is to the right of the image. Subtitle: -Textbox displayed within open section of accordion. Bullet points listed below.	Prepare for your interview • Determine the number of major topics in your interview • Determine which questions you need to ask for each topic • Ensure your questions are important to the job • Be willing to improvise • No coding tests during the interview • Have a few questions relating to your business and culture	[1] This is the hard part. Being prepared means knowing every question you're going to ask the candidate before the interview. You must be prepared, otherwise you are simply wasting your time and the candidate's time. For example, if you're interviewing a software developer, you must cover all the technologies and topics associated with the job. This is what we should do for every job opening: -Determine the number of major topics in your interview. If you're interviewing a .NET developer, you may have topics related to OO Concepts, Design Patterns, .NET Framework, etc. - Determine which questions you need to ask for each topic to be confident that the candidate knows it. You do not have time to ask every possible question per topic, so pick questions carefully. By picking the right questions, you eliminate a lot of others, which saves you and the candidate time. -Ensure your questions are important to the job. Asking off the wall questions or questions which you know the candidate can't answer is a waste of time. -Be willing to improvise. Often, a candidate will say something that you want to know more about. This is an excellent opportunity to learn even more about his or her skills.	Bullet points fade in with their respective VO reference. When the audio completes on this layer, this slide layer will auto advance to Slide 1.10.
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		Remember, your list of questions is just a guide. -It is not recommended to do coding tests during the interview. You might find great candidates by doing coding tests, but you'll miss out on many more. When people write code, they do not do it under pressure while others are watching them, so why do we think it's good ask them to do so in an interview? Lastly, remember that your new hire must be a match in business acumen and culture. Have a few questions relating to your business and culture which you would need to make a decision. The purpose of the interview is not just to know what the candidate can do for you, but to get to know him or her on a business and personal level. [Narrator] [2] Let's look at an example to see how different decisions made in this section of an Interviewing Strategy will affect the overall hiring process.	
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Slide [1.6e]/ Menu Title: <i>[Insert Title]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background: -Everything is the same as the base layer, except the area of the accordion. Accordion:	[Subtitle] Train the other interviewers - A good interviewer must: - Know the subject matter	[Steve] [1] All the interviewers must be trained to interview properly. Just because an interviewer is a brilliant software developer doesn't mean he or she is a brilliant interviewer. Some of the most horrible interviews have been done by great software developers. Without preparation,	Subtitle fades in at the beginning of the timeline. Bullet points fade in with their respective VO reference.

-The accordion is popped open and tabs 1-5 are to the left; tabs 6 and 7 are stacked to the right, leaving an open space in between. It will have the same background palette color as the tab for #5. Image: -An image related to training will be shown on left side within open accordion. Text is to the right of the image. Subtitle: -Textbox displayed within open section of accordion. Bullet points listed below.	• Be able to ask the set of questions given • Determine if the answer given is correct or incorrect • Understand the variations of possible answers • Can "go off script" based on answers and dig a little deeper into a person's skills • DON'T substitute an interview for an online test	an interview comes down to asking questions about hobbies, last night's game, and the weather. You may learn a lot about the candidate's personality, which is good, but you won't know if he or she can do the job. A good interviewer must know the subject matter, be able to ask the set of questions given, determine if the answer given is correct or incorrect and understand the variations of possible answers. In addition, a good interviewer will "go off script" based on answers and dig a little deeper into a person's skills. This is what you want. An online test can't do any of these things and easily lend themselves to cheating, and should never be used in place of an interview. [Narrator] [2] Let's look at an example to see how different decisions made in this section of an Interviewing Strategy will affect the overall hiring process.	When the audio completes on this layer, this slide layer will auto advance to Slide 1.12.
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Slide [1.6f]/ Menu Title: <i>[Insert Title]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background: -Everything is the same as the base layer, except the area of the accordion. Accordion: -The accordion is popped open and tabs 1-6 are to the left; tab #7 is to	[Subtitle] Keep the purpose in mind • Meant to ascertain if a candidate is able to do the job • Not to make the interviewers feel	[Steve] [1] Keep in mind that interviews are meant to ascertain if a candidate can do the job to your satisfaction. The purpose of the interview is not to make the interviewers feel smart about themselves. Neither is it to make a candidate cry. Unfortunately, this happens a	Subtitle fades in at the beginning of the timeline. Bullet points fade in with their respective VO reference.

the right, leaving an open space in between. It will have the same background palette color as the tab for #6. Image: -An image related to staying focused will be shown on left side within the open accordion. Text is to the right of the image. Subtitle: -Textbox displayed within open section of accordion. Bullet points listed below.	smart about themselves • Not to make a candidate cry • Have your multiple interviewers individually interview the candidate	lot in roundtable types of interviews where a gang of interviewers try to one-up themselves to show how smart they are by asking increasingly harder questions. It might make an interviewer feel good, but they fail in accomplishing their job. If multiple interviewers will be present, have them individually interview the candidate using a subset of the questions list. [Narrator] [2] Let's look at an example to see how different decisions made in this section of an Interviewing Strategy will affect the overall hiring process.	When the audio completes on this layer, this slide layer will auto advance to Slide 1.13.
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Slide [1.6g]/ Menu Title: <i>[Insert Title]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background: -Everything is the same as the base layer, except the area of the accordion. Accordion: -The accordion is popped open with all tabs to the left; this will leave an open space to the right of the 7th tab as on the closed accordion. It will have the same background palette color as the tab for #. Image: -An image related to a group of people will be shown on left side	[Subtitle] All present and accounted for • Have all the decision makers involved in the interview and make a decision quickly	[Steve] [1] A candidate is more likely to join another company when they must have multiple interviews. It's not uncommon for a candidate to take another job while waiting on a second face-to-face interview. This is a huge risk. Have all the decision makers involved in the interview and decide quickly. If you like the candidate, chances are another company does too. Remember, you are competing against other companies for candidates just like candidates are competing against other candidates for your job. [Narrator] [2] Let's look at an example to see how different decisions made in this section of	Subtitle fades in at the beginning of the timeline. Bullet points fade in with their respective VO reference. When the audio completes on this layer, this slide layer will auto advance to Slide 1.14.

within the open accordion. Text is to the right of the image. Subtitle: -Textbox displayed within open section of accordion. Bullet points listed below.		an Interviewing Strategy will affect the overall hiring process.	
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Slide [1.7]/ Menu Title: Interviewing Strategy Scenario #1 <i>[hidden from Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background image: -An image like the one pictured below will be used.  Title: -Title will be in a shape or textbox, placed in upper left-hand corner. -Slide begins with Vivian on the right side of the screen facing left and Steve on the left side facing her. -Callout shapes track conversation on screen. Avatars:	[Slide Title] Interviewing Strategy: Scenario #1 [Vivian callout] Hi Steve! I just finished my last phone interview. I think Josh is our strongest candidate for this position. I was looking at your schedule and I see you have some time early next week before you go on vacation. Can I schedule his interview for next Monday? [Directions] Click on each of Steve's responses to see how different decisions made in this section of an Interviewing Strategy will affect Josh's hiring. [Steve's responses]	[Narrator] [1] Help Steve and Vivian to implement this best practice into their Interviewing Strategy as they try to hire Josh. [Vivian] [2] Hi Steve! I just finished my last phone interview. I think Josh is our strongest candidate for this position. I was looking at your schedule and I see you have some time early next week before you go on vacation. Can I schedule his interview for next Monday? [Narrator] [3] Click on each of Steve's responses to see how different decisions made in this section of an Interviewing Strategy will affect Josh's hiring. When you are finished viewing both, click on the continue button to return.	Next button is hidden. Title and both avatars fade in at the beginning of the timeline. The callout text will be displayed on the slide timed with the VO audio. Callout shapes track their conversation, fading in and out timed with the VO. Steve's two responses will fade in in time with the narrator's 2nd VO clip. They will have normal, disabled, hover and selected states using the palette colors. The Continue button will fade in in time with its VO reference. It will be disabled until both response layers are

-Vivian avatar: conversing, facing left. -Steve avatar: listening, facing right. Directions: -Directions will appear in a shape just above the center of the screen, between Steve and Vivian. Steve's responses: -The two shapes with Steve's response choices will appear just under the directions, one to the left and the other on the right. The shapes should use different palette colors. A shape that will serve as a Continue button will be placed on the lower right-hand corner of the screen.	[1] Great! Yes, let's do that. [2] Hold on... [Button] Continue		viewed. When clicked, it will return learner to slide 1.6.
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Slide [1.7a]/ Menu Title: Interviewing Strategy Scenario #1 <i>[hidden from Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background image is same image as on base layer. -Title is in same location as on base layer. -Avatars are in the same location as on base layer.	[Steve callout] Great! Yes, let's do that. Let's do Monday at 10 am. I'll make sure I keep my schedule open. Can you send me his application information for me to review? [Vivian callout]	[Steve] [1] Great! Yes, let's do that. Let's do Monday at 10 am. I'll make sure I keep my schedule open. Can you send me his application information for me to review? [Vivian] [2] Ok, I'll send it to you now. I'll call Josh and let him know the date and time of his interview.	The callout text will be displayed on the slide timed with the VO audio. Callout shapes track their conversation, fading in and out timed with the VO. Vivian avatar starts in listening pose, then changes to

-Callout shapes track conversation on screen. Avatars: -Vivian avatar has 3 poses: listening first, then conversing, both facing left. Last pose is on the phone, facing the learner, positive. -Steve avatar: conversing, facing right.	Ok, I'll send it to you now. I'll call Josh and let him know the date and time of his interview. Hi Josh! I wanted to let you know that we scheduled your interview for this coming Monday at 10 am. Will that work for you? [Josh callout – on the phone] Wow! Yes, that will work. I'm happy to be coming in for an interview so soon! [Vivian] Yes, we are excited to have you come in! Great, I'll send you a confirmation email with the location address. See you then!	[3] Hi, Josh! I wanted to let you know that we scheduled your interview for this coming Monday at 10 am. Will that work for you? [Josh – on the phone] [4] Wow! Yes, that will work. I'm happy to be coming in for an interview so soon! [Vivian] [5] Yes, we are excited to have you come in! Great, I'll send you a confirmation email with the location address. See you then! [Narrator] [6] Notice that Josh seemed to really appreciate that he was offered an interview so quickly. He now likely has a very positive perception of our company due to the timeliness of our Interview process.	conversing pose after Steve VO finishes. Steve fades out/exits to the left after Vivian's 1st VO is over. Vivian changes to her third pose just before her 2nd VO starts. Once timeline ends on this layer, learner will be automatically taken back to base layer.
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Slide [1.7b]/ Menu Title: Interviewing Strategy Scenario #1 <i>[hidden from Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background image is same image as on base layer. -Title is in same location as on base layer. -Avatars are in the same location as on base layer.	[Steve callout] Hold on. Mondays are terrible for interviews. I also forgot to tell you that I added a meeting to my schedule for Tuesday, so I can't on that day. I think I'm busy the rest of the week and I'm out on	[Steve] [1] Hold on. Mondays are terrible for interviews. I also forgot to tell you that I added a meeting to my schedule for Tuesday, so I can't on that day. I think I'm busy the rest of the week and I'm out on vacation the following week. See if he can do Wednesday afternoon after I come back. Thank you!	The callout text will be displayed on the slide timed with the VO audio. Callout shapes track their conversation, fading in and out timed with the VO. Vivian avatar starts in listening pose, then changes to

-Callout shapes track conversation on screen. Avatars: -Vivian avatar has 3 poses: listening first, then conversing, both facing left. Last pose is on the phone, facing the learner, neutral. -Steve avatar: conversing, facing right.	vacation the following week. See if he can do Wednesday afternoon after I come back. Thank you! [Vivian callout] Ok, I'll call Josh and let him know. Hi Josh! I wanted to call and offer you an interview two Wednesdays from now at 3pm. Will that work for you? [Josh callout – on the phone] Yes, that will work. Thank you! [Vivian] Great, I'll send you a confirmation email with the location address. See you then!	[Vivian] [2] Ok. I'll call Josh and let him know. [3] Hi, Josh! I wanted to call and offer you an interview two Wednesdays from now at 3pm. Will that work for you? [Josh – on the phone] [4] Yes, that will work. Thank you! [Vivian] [5] Great, I'll send you a confirmation email with the location address. See you then! [Narrator] [6] Notice the difference in tone of voice from both Vivian and Josh as compared to the first scenario. Josh now likely has a neutral perception of our company due to the delayed timeline of our Interview process.	conversing pose after Steve VO finishes. Steve fades out/exits to the left after Vivian's 1st VO is over. Vivian changes to her third pose just before her 2nd VO starts. Once timeline ends on this layer, learner will be automatically taken back to base layer.
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Slide [1.8]/ Menu Title: Interviewing Strategy Scenario #2 <i>[hidden from Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background image: -An image like the one pictured below will be used.	[Slide Title] Interviewing Strategy: Scenario #2 [Vivian callout] Hey Josh! I'm calling to do a post-interview survey. How did it go?	[Narrator] [1] Help Steve and Vivian to implement this best practice into their Interviewing Strategy as they try to hire Josh. [Vivian] [2] Hey, Josh! I'm calling to do a post-interview survey. How did it go?	Next button is hidden. Title and Vivian fade in at the beginning of the timeline.



Title:

-Title will be in a shape or textbox, placed in upper left-hand corner.

Avatar:

-Vivian is on the right-side center of the screen facing the learner. She is on the phone and positive.

Directions:

-Directions will appear in a shape just above the center of the screen, to Vivian's left.

Josh's responses:

-The two shapes with Josh's response choices will appear just under the directions, one to the left and the other on the right. The shapes should use different palette colors.

A shape that will serve as a Continue button will be placed on

[Directions]

Click on each of Josh's responses to see how different decisions made in this section of an Interviewing Strategy affected Josh's hiring.

[Steve's responses]

[1] It went well!

[2] Well...

[Button]

Continue

[Narrator]

[3] Click on each of Josh's responses to see how different decisions made in this section of an Interviewing Strategy affected Josh's hiring.

When you are finished viewing both, click on the continue button to return.

The callout text will be displayed on the slide timed with the VO audio.

Josh's two responses will fade in in time with the narrator's 2nd VO clip. They will have normal, hover and selected states using the palette colors.

The Continue button will fade in in time with its VO reference. It will be disabled until both response layers are viewed. When clicked, it will return learner to slide 1.6.

the lower right-hand corner of the screen.			
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Slide [1.8a]/ Menu Title: Interviewing Strategy Scenario #2 <i>[hidden from Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background image is same image as on base layer. -Title is in same location as on base layer. -Vivian is in the same location as on base layer. -Callout shapes track conversation on screen. Avatars: -Vivian has same pose as on base layer.	[Josh – on the phone] It went well! Steve told me that I should expect a call back with a decision soon. [Vivian] That's great! I'm glad your interview went well. We'll be in touch soon. [Josh – on the phone] Yes, thank you! Goodbye.	[Josh – on the phone] [1] It went well! Steve told me that I should expect a call back with a decision soon. [Vivian] [2] That's great! I'm glad your interview went well. We'll be in touch soon. [Josh – on the phone] [3] Yes, thank you! Goodbye. [Narrator] [4] Notice that Josh continues to have a positive tone and likely still has a positive perception of our company.	The callout text will be displayed on the slide timed with the VO audio. Callout shapes track their conversation, fading in and out timed with the VO. Once timeline ends on this layer, learner will be automatically taken back to base layer.

Slide [1.8b]/ Menu Title: Interviewing Strategy Scenario #2 <i>[hidden from Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background image is same image as on base layer. -Title is in same location as on base layer. -Vivian is in the same location as on base layer. -Callout shapes track conversation on screen.	[Josh callout] Well, it didn't go well. Steve told me that they were looking for someone with a different skillset for this position. He did tell me about another job opening that he thought I would be a good fit for. [Vivian callout]	[Josh – on the phone] [1] Well, it didn't go well. Steve told me that they were looking for someone with a different skillset for this position. He did tell me about another job opening that he thought I would be a good fit for. [Vivian] [2] Oh no! Let me check with Steve and get back to you on that. I'll be in touch soon. [Josh – on the phone]	The callout text will be displayed on the slide timed with the VO audio. Callout shapes track their conversation, fading in and out timed with the VO. Once timeline ends on this layer, learner will be automatically taken back to base layer.

Avatars: Pose 1: Vivian is on the phone and looks concerned. Pose 2: Vivian is frustrated, facing the learner.	Oh no! Let me check with Steve and get back to you on that. I'll be in touch soon. [Vivian thought bubble] Great! Steve and I spent so much time working on that job post too, defining the skills and the role of the ideal candidate. I even met with his team to understand their personalities and the team culture. I spent weeks sifting through dozens of resumes and doing lots of phone interviews. What a waste of time! Now I have to call Steve and see what he forgot to tell me to include on the job post and start over. This is not a good look for us.	[3] Okay. Bye. [Vivian] [4] Great! Steve and I spent so much time working on that job post too, defining the skills and the role of the ideal candidate. I even met with his team to understand their personalities and the team culture. I spent weeks sifting through dozens of resumes and doing lots of phone interviews. What a waste of time! Now I have to call Steve and see what he forgot to tell me to include on the job post and start over. This is not a good look for us. [Narrator] [5] Notice that Vivian is rightfully frustrated after all her work and time was wasted because Steve was not clear with her on what he wanted in a candidate. Not only that, but Josh now has a bad perception of our company as well.	
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Slide [1.9]/ Menu Title: Interviewing Strategy Scenario #3 <i>[hidden from Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background image: -An image like the one pictured below will be used.	[Slide Title] Interviewing Strategy: Scenario #3 [Steve callout]	[Narrator] [1] Help Steve and Vivian to implement this best practice into their Interviewing Strategy as they try to hire Josh.	Next button is hidden. Title and both avatars fade in at the beginning of the timeline.



Title:

-Title will be in a shape or textbox, placed in upper left-hand corner.

-Slide begins with Vivian on the right side of the screen facing left and Steve on the left side facing her.

-Callout shapes track conversation on screen.

Avatars:

-Vivian avatar: conversing, facing left.

-Steve avatar: conversing, facing right.

Directions:

-Directions will appear in a shape just above the center of the screen, between Steve and Vivian.

List options:

Hi Vivian. Here's a list of ideal candidate qualifications for that position we posted.

[Vivian]

[3] Ok. I'll start filtering the applications using this list.

[Directions]

Click on each list option to see how different decisions made in this section of an Interviewing Strategy affected Josh's hiring.

[List options]

[1] Good length

[2] Too specific

[Button]

Continue

[Steve]

[2] Hi, Vivian. Here's a list of ideal candidate qualifications for that position we posted.

[Vivian]

[3] Ok. I'll start filtering the applications using this list.

[Narrator]

[4] Click on each list option to see how different decisions made in this section of an Interviewing Strategy affected Josh's hiring.

When you are finished viewing both, click on the continue button to return.

The callout text will be displayed on the slide timed with the VO audio. Callout shapes track their conversation, fading in and out timed with the VO.

The two options will fade in in time with the narrator's 2nd VO clip. They will have normal, hover and selected states using the palette colors.

The Continue button will fade in in time with its VO reference. It will be disabled until both response layers are viewed. When clicked, it will return learner to slide 1.6.

-The two shapes with Steve's response choices will appear just under the directions, one to the left and the other on the right. The shapes should use different palette colors. A shape that will serve as a Continue button will be placed on the lower right-hand corner of the screen.			
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Slide [1.9a]/ Menu Title: Interviewing Strategy Scenario #3 <i>[hidden from Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background image is same image as on base layer. -Title is in same location as on base layer. -Vivian is in the same location as on base layer. -Callout shapes track conversation on screen. Avatars: -Vivian is looking at some papers/a clipboard and can face towards the left or center.	[Vivian – thought bubble] Based on these qualifications, it seems like there is a good handful of candidates that we can interview. Josh seems to be the best one out of this group, so I'll start with him.	[Vivian] [1] Based on these qualifications, it seems like there is a good handful of candidates that we can interview. Josh seems to be the best one out of this group, so I'll start with him. [Narrator] [2] Notice that the qualification list was not too specific, which allowed Vivian to still be able to find quality candidates like Josh.	The callout text will be displayed on the slide timed with the VO audio. Callout shapes track the conversation, fading in and out timed with the VO. Once timeline ends on this layer, learner will be automatically taken back to base layer.

Slide [1.9b]/ Menu Title: Interviewing Strategy Scenario #3 <i>[hidden from Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:

Background image is same image as on base layer. -Title is in same location as on base layer. -Vivian is in the same location as on base layer. -Callout shapes track conversation on screen. Avatars: -Vivian is looking at some papers/a clipboard and can face towards the left or center.	[Vivian – thought bubble] Hmm. Based on these qualifications, there are no qualified candidates that we can interview. That's too bad. I really liked Josh's application; his experience and skills really stood out, but he didn't have experience with two of the software programs on this list. I'll have to talk with Steve and see if we can modify this list as there are currently no qualified applicants.	[Vivian] [1] Hmm. Based on these qualifications, there are no qualified candidates that we can interview. That's too bad. I really liked Josh's application; his experience and skills really stood out, but he didn't have experience with two of the software programs on this list. I'll have to talk with Steve and see if we can modify this list as there are currently no qualified applicants. [Narrator] [2] Notice that the qualification list was too specific and did not allow Vivian to find quality candidates. Josh's application was overlooked. The Interview process will be delayed now as she has to talk to Steve about adjusting the qualification list.	The callout text will be displayed on the slide timed with the VO audio. Callout shapes track the conversation, fading in and out timed with the VO. Once timeline ends on this layer, learner will be automatically taken back to base layer.
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Slide [1.10]/ Menu Title: Interviewing Strategy Scenario #4 <i>[hidden from Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background image: -An image like the one pictured below will be used.  Title:	[Slide Title] Interviewing Strategy: Scenario #4 [Vivian callout] Steve, did you want to go over the list of interview questions in preparation for tomorrow? [Directions] Click on Steve's responses to see how different decisions made in this section of an Interviewing	[Narrator] [1] Help Steve and Vivian to implement this best practice into their Interviewing Strategy as they try to hire Josh. [Vivian] [2] Steve, did you want to go over the list of interview questions in preparation for tomorrow? [Narrator] [3] Click on Steve's responses to see how different decisions made in this section of an Interviewing Strategy will affect Josh's hiring.	Next button is hidden. Title and all avatars fade in at the beginning of the timeline. The callout text will be displayed on the slide timed with the VO audio. Callout shapes track their conversation, fading in and out timed with the VO. The two options will fade in in time with the narrator's 2nd VO

-Title will be in a shape or textbox, placed in upper left-hand corner. -Slide begins with Steve on the left side of the screen facing Vivian who is on the right facing him. -Callout shapes track conversation on screen. Avatars: -Vivian avatar: talking, facing left. -Steve avatar: smiling, facing right. Directions: -Directions will appear in a shape just above the center of the screen, between Steve and Vivian. Steve's Responses: -The two shapes with the interview results will appear just under the directions, one to the left and the other on the right. The shapes should use different palette colors. A shape that will serve as a Continue button will be placed on the lower right-hand corner of the screen.	Strategy can affect Josh's hiring. [Steve's Responses] [1] Yes [2] No [Button] Continue	When you are finished viewing both, click on the continue button.	clip. They will have normal, hover and selected states using the palette colors. The Continue button will fade in in time with its VO reference. It will be disabled until both response layers are viewed. When clicked, it will take the learner to slide 1.11 for the Knowledge Check.
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Slide [1.10a]/ Menu Title: Interviewing Strategy Scenario #4 <i>[hidden from Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:

Background image is same image as on base layer. -Title is in same location as on base layer. Avatars: -Vivian avatar: talking, facing left. -Steve avatar: talking, facing right. -Callout shapes track conversation on screen.	[Steve callout] Yes, we should do that. Which questions did you want me to ask? I also want to ask some of my own questions to make sure he is qualified for the position, so I should prepare some of those ahead of time. [Vivian callout] I was thinking of having you do all the odd numbered questions on this list, if that's ok. [Steve callout] Ok, I'll look them over. I also want to ask some of my own questions to make sure he is qualified for the position, so I should prepare some of those ahead of time. [Vivian callout] That sounds great! It always pays to be prepared.	[Steve] [1] Yes, we should do that. Which questions did you want me to ask? [Vivian] [2] I was thinking of having you do all the odd numbered questions on this list, if that's ok. [Steve] [3] Ok, I'll look them over. I also want to ask some of my own questions to make sure he is qualified for the position, so I should prepare some of those ahead of time. [Vivian] [4] That sounds great! It always pays to be prepared. [Narrator] [5] Notice Steve and Vivian are planning and preparing for their interview tomorrow, so that each knows what to do and what additional things Steve wants to do. This ensures there won't be any surprises and that the interview will go smoothly.	The callout text will be displayed on the slide timed with the VO audio. Callout shapes track the conversation, fading in and out timed with the VO. Once timeline ends on this layer, learner will be automatically taken back to base layer.
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Slide [1.10b]/ Menu Title: Interviewing Strategy Scenario #4 <i>[hidden from Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background image is same image as on base layer.	[Steve callout] No, that's ok. We've both done dozens of interviews before. Besides, I'm more	[Steve] [1] No, that's ok. We've both done dozens of interviews before. Besides, I'm more of a	The callout text will be displayed on the slide timed with the VO audio. Callout shapes track the conversation,

-Title is in same location as on base layer. Avatars: -Vivian avatar: talking, facing left. -Steve avatar: talking, facing right. -Callout shapes track conversation on screen.	of a spur of the moment guy. I like to ask questions based on their answers. [Vivian callout] I guess you're right. [Steve callout] I might ask him to do a coding test too, depending on his answers, just to make sure he's qualified. [Vivian callout] Ok. That should be fine, I think.	spur of the moment guy. I like to ask questions based on their answers. [Vivian] [2] I guess you're right. [Steve] [3] I might ask him to do a coding test too, depending on his answers, just to make sure he's qualified. [Vivian] [4] Ok. That should be fine, I think. [Narrator] [5] Notice Steve and Vivian are not really planning or preparing for their interview tomorrow. They have a vague idea of what they are going to do, with a possible coding test added in if needed. This interview might still turn out ok, but it's more likely that it goes poorly.	fading in and out timed with the VO. Once timeline ends on this layer, learner will be automatically taken back to base layer.
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Slide [1.11]/ Menu Title: <i>Knowledge Check [KC] [hidden from menu]</i>				Objective: [2]
Visual / Display:	Slide Text:	Visual / Display:	Slide Text:	
Background: -Background should be a lightened palette color. Title: -Title will be in a shape or textbox, placed in upper left-hand corner. Avatars: -Both Steve and Vivian are facing the learner in a positive pose. Steve	[Slide Title] Knowledge Check [Directions] Drag each recommendation to the category it belongs to. Click the Submit button when you are finished. [Categories]	[Narrator] [1] Steve and Vivian are trying to prepare for their upcoming interview with Josh. Help them prepare by sorting the different recommendations into the effective or ineffective category. Drag each recommendation to the category it belongs to. Click the Submit button when you are finished.	This slide is a drag-and-drop Knowledge Check (KC) interaction with a built-in submit button. The directions will appear timed with their VO reference. There will be 4 recommendations (questions) that will function as drag items	

is on left and Vivian is on right. They are larger than in the previous slides and situated at the bottom of the slide so that only the top 2/3 of their bodies show on the screen. Directions: - A large rectangle will be located at the top center of the slide and will hold the directions for this KC. It will use one of the palette colors. Categories: -Two large rectangular shapes for the categories will be located near the top center of the screen, under the direction, one on the left and the other on the right. They will use one of the palette colors. Questions: -4 shapes with recommendations in them will be placed in the center of the screen, under the categories and in between the 2 avatars. They will use another palette color.	-Effective [E] -Ineffective [I] [Recommendations] • Ensure your questions are important to the job [E] • Do not improvise and make up new questions [I] • Include a coding test as part of the interview [I] • Have a few questions relating to your business and culture [E]	that the learner will need to sort between the two drop targets. They will appear in a scrambled order, so they are not already sorted by type. The learner will be allowed 1 attempt for this KC. A numbered variable will track each time the learner drops a drag item on the correct target. The variable triggers will track the learner's exact score, which will be displayed on the correct and incorrect feedback layers. The 4 recommendations will have normal and hidden states. They will be hidden once the learner drops them on any drop target. When the learner clicks Submit, it will show either the correct or incorrect feedback layer, depending on the learner's score.
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Slide [1.11a and 1.11b]/ Menu Title: <i>Feedback</i>			Objective: [#]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background:	[Slide Title] Feedback	[Steve] [1] Good effort! This is your score.	The numbered variable reference will be displayed

--Background should be a lightened palette color. Title: -Title will be in a shape or textbox, placed in upper left-hand corner. Avatars: -Steve and Vivian avatars are similarly sized and located as on base layer. Their expressions are positive/neutral. They are facing the learner. A white rectangle fills the center of the slide between the avatars and will hold the information of the score and the directions. Score: - The score is placed in the center of the screen. Directions and buttons: The directions are under the score, and the Review and Continue buttons further down, towards the bottom of the screen.	[Directions] Select Review or Continue. [Steve callout] Good effort! This is your score: [Score] You scored XX out of 4. [Buttons] Review Continue	[Narrator] [2] If you scored a 2 out of 4 or less, click on the Review button to refresh your understanding of effective ways to prepare for an interview. If you scored a 3 or 4 on this knowledge check, click on the Continue button.	where the slide text shows "XX" in the Score shape. The Review button will take the learner back to Slide 1.10. The Continue button jumps to Slide 1.6.
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Slide [1.12]/ Menu Title: Interviewing Strategy Scenario #5 <i>[hidden from Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background image: -An image like the one pictured below will be used.	[Slide Title] Interviewing Strategy: Scenario #5	[Narrator]	Next button is hidden.



Title:

-Title will be in a shape or textbox, placed in upper left-hand corner.

-Slide begins with Steve and Vivian on the left side of the screen facing Josh who is on the right, with him facing them on the left. Steve is in front of Vivian, she is behind him and closer to the left edge of the screen than he is.

-Callout shapes track conversation on screen.

Avatars:

-Vivian avatar: smiling, facing right.
-Steve avatar: talking, facing right.
-Josh avatar: talking, facing left.

Directions:

-Directions will appear in a shape just above the center of the screen, between Steve and Josh.

[Steve callout]
Thank you again for coming in Josh! We'll be in touch soon.

[Josh]
Of course! Thank you very much for this opportunity!

[Directions]
Click on each interview result choice to see how different decisions made in this section of an Interviewing Strategy affected Josh's hiring.

[Options]
[1] Good interview questions

[2] Poor interview questions

[Button]
Continue

[1] Help Steve and Vivian to implement this best practice into their Interviewing Strategy as they try to hire Josh.

[Steve]
[2] Thank you again for coming in, Josh! We'll be in touch soon.

[Josh]
[3] Of course! Thank you very much for this opportunity!

[Narrator]
[4] Click on each option below to see how different decisions made in this section of an Interviewing Strategy affected Josh's hiring.

When you are finished viewing both, click on the continue button.

Title and all avatars fade in at the beginning of the timeline.

The callout text will be displayed on the slide timed with the VO audio. Callout shapes track their conversation, fading in and out timed with the VO.

The two options will fade in in time with the narrator's 2nd VO clip. They will have normal, hover and selected states using the palette colors.

The Continue button will fade in in time with its VO reference. It will be disabled until both response layers are viewed. When clicked, it will take the learner to slide 1.6.

Interview Results: -The two shapes with the options will appear just under the directions, one to the left and the other on the right. The shapes should use different palette colors. A shape that will serve as a Continue button will be placed on the lower right-hand corner of the screen.			
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Slide [1.12a]/ Menu Title: Interviewing Strategy Scenario #5 <i>[hidden from Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background image is same image as on base layer. -Title is in same location as on base layer. -All avatars are in the same location and pose as on base layer. -Callout shapes track conversation on screen.	[Vivian – thought bubble] Just as I thought. Josh is a very qualified candidate. He was even able to answer all of Steve's improv questions too. Great job Steve! [Steve] I'm impressed. Vivian did a great job finding a quality candidate and preparing this list of questions to help guide the interview. [Josh] Phew! I'm glad that's over. I think I did well! I was able to give good answers to all their questions and was able to showcase my	[Vivian] [1] Just as I thought. Josh is a very qualified candidate. He was even able to answer all of Steve's improv questions too. Great job Steve! [Steve] [2] I'm impressed. Vivian did a great job finding a quality candidate and preparing this list of questions to help guide the interview. [Josh] [3] Phew! I'm glad that's over. I think I did well! I was able to give good answers to all their questions and was able to showcase my strong points. We'll see what happens. [Narrator] [4] Notice that everyone involved was pleased with the line of questioning and	The callout text will be displayed on the slide timed with the VO audio. Callout shapes track the conversation, fading in and out timed with the VO. Once timeline ends on this layer, learner will be automatically taken back to base layer.

	strong points. We'll see what happens.	answers given. Everyone feels like they were able to get a good result from this interview.	
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Slide [1.12b]/ Menu Title: Interviewing Strategy Scenario #5 <i>[hidden from Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background image is same image as on base layer. -Title is in same location as on base layer. -All avatars are in the same location and pose as on base layer. -Callout shapes track conversation on screen.	[Vivian – thought bubble] Wow. Steve didn't really follow the questions I prepared; he might as well have been asking about the weather. I guess I should have gone over them with him first. [Steve] Gosh, I feel like I wasn't on my A-game today. Maybe I should have practiced with Vivian yesterday? [Josh] Phew! I'm glad that's over. Those were some strange questions. Not what I was expecting. I don't feel like I was able to present my best self. I doubt I'll get the job now.	[Vivian] [1] Wow. Steve didn't really follow the questions I prepared; he might as well have been asking about the weather. I guess I should have gone over them with him first. [Steve] [2] Gosh, I feel like I wasn't on my A-game today. Maybe I should have practiced with Vivian yesterday? [Josh] [3] Phew! I'm glad that's over. Those were some strange questions. Not what I was expecting. I don't feel like I was able to present my best self. I doubt I'll get the job now. [Narrator] [4] Notice that everyone involved was not happy with how the interview went because Steve was unprepared, asked irrelevant questions and had Josh do a coding test at the last minute. Josh now likely has a bad impression of our company.	The callout text will be displayed on the slide timed with the VO audio. Callout shapes track the conversation, fading in and out timed with the VO. Once timeline ends on this layer, learner will be automatically taken back to base layer.

Slide [1.13]/ Menu Title: Interviewing Strategy Scenario #6 <i>[hidden from Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background image: -An image like the one pictured below will be used.	[Slide Title] Interviewing Strategy: Scenario #6	[Narrator] [1] Help Steve and Vivian to implement this best practice into their Interviewing Strategy as they try to hire Josh.	Next button is hidden.



Title:

-Title will be in a shape or textbox, placed in upper left-hand corner.

-Slide begins with Steve on the left side of the screen facing Vivian who is on the right facing him.

-Callout shapes track conversation on screen.

Avatars:

-Vivian avatar: smiling, facing left.

-Steve avatar: talking, facing right.

Directions:

-Directions will appear in a shape just above the center of the screen, between Steve and Vivian.

Vivian's responses:

-The two shapes with the interview results will appear just under the directions, one to the left and the

[Steve callout]

Hey Vivian, I just thought of something. We should bring Jordan and Landen in on the interview too. Both are brilliant software developers and can help us ensure that Josh is qualified. Plus, it would be good to see how he would fit it with members of the team.

[Directions]

Click on each of Vivian's responses to see how different decisions made in this section of an Interviewing Strategy can affect Josh's hiring.

[Vivian's responses]

[1] Great idea!

[2] Sure, but...

[Button]

Continue

[Steve]

[2] Hey Vivian, I just thought of something. We should bring Jordan and Landen in on the interview too. Both are brilliant software developers and can help us ensure that Josh is qualified. Plus, it would be good to see how he would fit in with members of the team.

[Narrator]

[3] Click on each of Vivian's responses to see how different decisions made in this section of an Interviewing Strategy can affect Josh's hiring.

When you are finished viewing both, click on the continue button.

Title and all avatars fade in at the beginning of the timeline.

The callout text will be displayed on the slide timed with the VO audio. Callout shapes track their conversation, fading in and out timed with the VO.

The two options will fade in in time with the narrator's 2nd VO clip. They will have normal, hover and selected states using the palette colors.

The Continue button will fade in in time with its VO reference. It will be disabled until both response layers are viewed. When clicked, it will take the learner to slide 1.6.

other on the right. The shapes should use different palette colors. A shape that will serve as a Continue button will be placed on the lower right-hand corner of the screen.			
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Slide [1.13a]/ Menu Title: Interviewing Strategy Scenario #6 <i>[hidden from Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background image is same image as on base layer. -Title is in same location as on base layer. Avatars: -Vivian avatar: talking, facing left. -Steve avatar: talking, facing right. -Callout shapes track conversation on screen.	[Vivian callout] Great idea! We can have them join us in the conference room. We should tell them now because Josh should be here soon. [Steve callout] Ok, I'll send them a text message and tell them to come here now to help with the interview.	[Vivian] [1] Great idea! We can have them join us in the conference room. We should tell them now because Josh will be here soon. [Steve] [2] Ok, I'll send them a text message and tell them to come here now to help with the interview. [Narrator] [3] Notice that Steve and Vivian did not previously plan on having other interviewers present. What if Jordon or Landen can't come? Even if they do, they are not mentally prepared to join in on an interview. Additionally, they have not been trained or prepped on what questions to ask and not ask. This will likely result in a poor interview, negatively impacting the potential hiring of Josh.	The callout text will be displayed on the slide timed with the VO audio. Callout shapes track the conversation, fading in and out timed with the VO. Once timeline ends on this layer, learner will be automatically taken back to base layer.

Slide [1.13b]/ Menu Title: Interviewing Strategy Scenario #6 <i>[hidden from Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background image is same image as on base layer.	[Vivian callout]	[Vivian]	The callout text will be displayed on the slide timed

-Title is in same location as on base layer. Avatars: -Vivian avatar: talking, facing left. -Steve avatar: talking, facing right. -Callout shapes track conversation on screen.	Sure, but only one of them and they need to come now so that we can prep them for the interview. Large panels of interviewers are intimidating and not as effective. If you really want both of them to come, then we will need them to individually interview Josh. I'll give them some of the questions on this list to ask him so they don't ask off-topic questions. [Steve callout] Ok, that sound good. I'll send them a text message and see if either one is available to come help with the interview.	[1] Sure, but only one of them and they need to come now so that we can prep them for the interview. Large panels of interviewers are intimidating and not as effective. If you really want both of them to come, then we will need them to individually interview Josh. I'll give them some of the questions on this list to ask him so they don't ask off-topic questions. [Steve] [2] Ok, that sounds good. I'll send them a text message and see if either one is available to come help with the interview. [Narrator] [3] Notice that Vivian is thinking ahead and has a plan in place for how to best include the 2 software developers that Steve mentioned. This will likely result in a good interview outcome, and should not negatively impact the potential hiring of Josh even though it was a last-minute change.	with the VO audio. Callout shapes track the conversation, fading in and out timed with the VO. Once timeline ends on this layer, learner will be automatically taken back to base layer.
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Slide [1.14]/ Menu Title: Interviewing Strategy Scenario #7 <i>[hidden from Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background image: -An image like the one pictured below will be used.	[Slide Title] Interviewing Strategy: Scenario #7 [Vivian callout] So, what do you think Steve? Should we offer Josh the position? [Directions]	[Narrator] [1] Help Steve and Vivian to implement this best practice into their Interviewing Strategy as they try to hire Josh. [Vivian] [2] So, what do you think Steve? Should we offer Josh the position? [Narrator]	Next button is hidden. Title and both avatars fade in at the beginning of the timeline. The callout text will be displayed on the slide timed with the VO audio. Callout



Title:

-Title will be in a shape or textbox, placed in upper left-hand corner.

-Slide begins with Vivian on the right side of the screen facing left and Steve on the left side facing her.

-Callout shapes track conversation on screen.

Avatars:

-Vivian avatar: talking, facing left.

-Steve avatar: listening, facing right.

Directions:

-Directions will appear in a shape just above the center of the screen, between Steve and Vivian.

Steve's responses:

-The two shapes with Steve's response choices will appear just under the directions, one to the left and the other on the right. The

Click on each of Steve's responses to see how different decisions made in this section of an Interviewing Strategy will affect Josh's hiring.

[Steve's responses]

[1] Yes, let's do that.

[2] Hold on...

[Button]

Continue

[3] Click on each of Steve's responses to see how different decisions made in this section of an Interviewing Strategy will affect Josh's hiring.

When you are finished viewing both, click on the continue button to return.

shapes track their conversation, fading in and out timed with the VO.

Steve's two responses will fade in in time with the narrator's 2nd VO clip. They will have normal, hover and selected states using the palette colors.

The Continue button will fade in in time with its VO reference. It will be disabled until both response layers are viewed. When clicked, it will return learner to slide 1.6.

shapes should use different palette colors. A shape that will serve as a Continue button will be placed on the lower right-hand corner of the screen.			
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Slide [1.14a]/ Menu Title: Interviewing Strategy Scenario #7 <i>[hidden from Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background image is same image as on base layer. -Title is in same location as on base layer. -Avatars are in the same location as on base layer. -Callout shapes track conversation on screen. Avatars: -Vivian avatar has 3 poses: listening first, then conversing, both facing left. Last pose is on the phone, facing the learner, positive. -Steve avatar: conversing, facing right.	[Steve callout] Yes, let's do that. We were even able to get Jordan and Landen to come in, and they gave me good reports. Let's have him start as soon as possible! [Vivian callout] Ok! I'll call Josh and offer him the position. Hi Josh! I wanted to thank you for coming out to interview with us! We are excited to offer you the position. What do you say? [Josh callout – on the phone] That's great! Yes, I'll take it! Thank you! [Vivian] Great! I'll send you an email with all your	[Steve] [1] Yes, let's do that. We were even able to get Jordan and Landen to come in, and they gave me good reports. Let's have him start as soon as possible! [Vivian] [2] Ok! I'll call Josh and offer him the position. [3 – on the phone] Hi, Josh! I wanted to thank you for coming out to interview with us! We are excited to offer you the position. What do you say? [Josh – on the phone] [4] That's great! Yes, I'll take it! Thank you! [Vivian] [5] Great! I'll send you an email with all your onboarding information, including your start date and training schedule later today. Welcome aboard! [Narrator]	The callout text will be displayed on the slide timed with the VO audio. Callout shapes track their conversation, fading in and out timed with the VO. Vivian avatar starts in listening pose, then changes to conversing pose after Steve VO finishes. Steve fades out/exits to the left after Vivian's 1st VO is over. Vivian changes to her third pose just before her 2nd VO starts. Once timeline ends on this layer, learner will be automatically taken back to base layer.

	onboarding information, including your start date and training schedule later today. Welcome aboard!	[6] Notice that Josh is happy and excited to have been offered the position after his first in-person interview. He now likely has a very positive outlook of his future with our company due to the efficiency of our Interview process.	
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Slide [1.14b]/ Menu Title: Interviewing Strategy Scenario #1 <i>[hidden from Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background image is same image as on base layer. -Title is in same location as on base layer. -Avatars are in the same location as on base layer. -Callout shapes track conversation on screen. Avatars: -Vivian avatar has 3 poses: listening first, then conversing, both facing left. Last pose is on the phone, facing the learner, neutral. -Steve avatar: conversing, facing right.	[Steve callout] Hold on. Jordan and Landen couldn't come in on the interview. I really want to know what they think since he would be joining their team. Let's set up a second interview and this time we'll have them join us. [Vivian callout] Ok, I'll call Josh and let him know. Hi Josh! I wanted to call and offer you a second interview with two members of the team you would be joining. Could you come in next Thursday at 2pm? Will that work for you? [Josh callout – on the phone] Yeah, I can make that work. If something comes	[Steve] [1] Hold on. Jordan and Landen couldn't come in on the interview. I really want to know what they think since he would be joining their team. Let's set up a second interview and this time we'll have them join us. [Vivian] [2] Ok. I'll call Josh and let him know. [3] Hi, Josh! I wanted to call and offer you a second interview with two members of the team you would be joining. Could you come in next Thursday at 2pm? Will that work for you? [Josh – on the phone] [4] Yeah, I can make that work. If something comes up before then, I'll let you know. Thanks again. [Vivian] [5] Ok. I'll send you a confirmation email with the time. See you then! [Narrator]	The callout text will be displayed on the slide timed with the VO audio. Callout shapes track their conversation, fading in and out timed with the VO. Vivian avatar starts in listening pose, then changes to conversing pose after Steve VO finishes. Steve fades out/exits to the left after Vivian's 1st VO is over. Vivian changes to her third pose just before her 2nd VO starts. Once timeline ends on this layer, learner will be automatically taken back to base layer.

	up before then, I'll let you know. Thanks again. [Vivian] Ok. I'll send you a confirmation email with the time. See you then!	[6] Notice the difference in tone of voice from both Vivian and Josh as compared to the other scenario. Josh now likely has a neutral or negative perception of our company due to the delayed timeline of our Interview process and is also more likely to be offered and accept a position with another company.	
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Slide [1.15]/ Menu Title: <i>Course Summary</i>			Objective: [#]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background: -Same office space as slide 1.3. Title: -Title will be in a shape or textbox, placed in upper left-hand corner. Avatars: -Vivian avatar has a positive expression, facing the learner. -Steve avatar is closer to Vivian, near the center of the slide and has a smile expression with an extended arm gesture to the left. LO's: -The LOs will appear to the left of Steve. The LO's text will appear in a similarly styled rectangle as on slide 1.5. Directions:	[Slide Title] Course Summary [LOs] [#1] Identify several ways that Hiring Managers and Recruiters can improve their Interviewing Strategy [#2] Classify a set of Interviewing Strategies as either effective or ineffective	[Steve] [1] You have now reached the end of the learning phase of this course. You should now be able to: - ... identify several ways that Hiring Managers and Recruiters can improve their Interviewing Strategy, and - ... classify a set of Interviewing Strategies as either effective or ineffective. [Narrator] [2] Let's see how well you can apply all of the information you learned in this course about the best practices associated with our Interviewing Strategy.	Next button is hidden at the beginning of the timeline. Slide will automatically jump forward to the next slide when the timeline ends of this slide. The title and both avatars will fade in together at the start of the timeline. The 2 LOs will fade in in sync with their VO reference.

-Directions will appear in a shape on bottom right corner of the screen.			
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Slide [1.16]/ Menu Title: <i>Assessment</i>			Objective: [#]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background: -Background should be a lightened palette color. Title: -Title will be in a shape or textbox, placed in upper left-hand corner. Steve avatar will appear on the left of the slide making a thumbs up gesture. A callout shape displaying his VO text will display to his right. A button for taking the quiz will appear in the same location as the continue button in other slides; it will be similarly styled as the continue button.	[Slide Title] Assessment [Steve callout] It is now time to test your knowledge with a quiz. The quiz consists of 5 questions. You must get 4 out of 5 questions correct to achieve a passing score of 80%. [button] Take the Quiz	[Steve] [1] It is now time to test your knowledge with a quiz. The quiz consists of 5 questions. You must get 4 out of 5 questions correct to achieve a passing score of 80%. [Narrator] [2] Before you continue to test your knowledge, you may want to consider reviewing the material covered so far. If so, use the Menu navigation on the left side of your screen to do so. When you are ready, click on the Take the Quiz button.	The Next button is hidden on this slide. The Take the Quiz Button fades in timed with the VO When the learner clicks the Take the Quiz button, course will advance to slide 1.17.

Slide [1.17]/ Menu Title: <i>[All assessment slide titles should be hidden from the Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
-Background should be a lightened palette color. Title: -Title will be in a shape or textbox, placed in upper left-hand corner. Directions:	[Slide Title] Question #1 [Directions] For each question, select the best answer choice and then click the Submit button on the bottom	[Narrator] For each question, select the best answer choice and then click the submit button on the bottom right-hand corner of your screen. Why is it recommended to fully define the job before posting it?	Multiple-choice graded quiz slides will be used with their relevant formatting. Score is tracked by question. 1 attempt for each question. Learners will not get immediate feedback with Correct or Incorrect feedback layers. They will

-The directions are in a colored shape to the right of the title bar. Vivian avatar is shown on the right side of the screen facing left in a thoughtful pose, as if she is taking the quiz with the learner. A textbox with the Question will be placed under the title on the left side. The table with the multiple-choice answer choices will be placed under the question textbox.	right-hand corner of your screen. [Question] Why is it recommended to fully define the job before posting it? [Answer Choices] 1. So as not to waste anyone's time or make anyone look bad. [Correct Answer] 2. To eliminate the majority of candidates. 3. To ensure all interviewers are properly trained. 4. To ensure that interviewers keep their questions relevant to the job.		answer all the questions FIRST, then they'll receive their score and feedback on the Results page on slide 1.23. If they do not pass, they will be able to go back and review the quiz and retake it as well. The Submit button on each question slide will submit their answer and advance them to next slide. Title fades in at the beginning of the timeline followed by the instructions. Avatar, Question and Answer Choices will fade in together in time with the VO reference.
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Slide [1.18]/ Menu Title: <i>[All assessment slide titles should be hidden from the Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Same visual layout as previous question, including directions. Only the question-and-answer choices change.	[Slide Title] Question #2 [Question] Which of the following is not an effective way to prepare for an interview?	[Narrator] Which of the following is NOT an effective way to prepare for an interview?	Same settings as previous question.

	[Answer Choices] 1. Determine which questions you need to ask for each topic. 2. Prepare a coding test to give as part of the interview. [Correct Answer] 3. Ensure your questions are important to the job. 4. Be willing to improvise.		
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Slide [1.19]/ Menu Title: <i>[All assessment slide titles should be hidden from the Menu]</i>				Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:	
Same visual layout as previous question, including directions. Only the question-and-answer choices change.	[Slide Title] Question #3 [Question} Which of the following is NOT a mark of a good interviewer? [Answer Choices] 1. Must be knowledgeable of the subject matter. 2. Must be able to ask given questions and know if the answer is correct or incorrect. 3. Must be able to "go off script" based on	[Narrator] Which of the following is not a mark of a good interviewer?	Same settings as previous question.	

	answers and dig a little deeper into a candidate's skills. 4. Must be able to demonstrate their intelligence by asking difficult questions. [Correct Answer]		
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Slide [1.20]/ Menu Title: <i>[All assessment slide titles should be hidden from the Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Same visual layout as previous question, including directions. Only the question-and-answer choices change.	[Slide Title] Question #4 [Question} What is recommended when you have multiple interviewers? [Answer Choices] 1. To have them individually interview the candidate using a subset of the questions you have. [Correct Answer] 2. To request a second interview so as not to have too many in one interview. 3. To use their expertise to ask tough questions that will	[Narrator] What is recommended when you have multiple interviewers?	Same settings as previous question.

	help determine if a candidate is qualified. 4. To ensure they all ask relevant questions to the job.		
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Slide [1.21]/ Menu Title: <i>[All assessment slide titles should be hidden from the Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Same visual layout as previous question, including directions. Only the question-and-answer choices change.	[Slide Title] Question #5 [Question] What is the main risk of delaying, rescheduling, or requesting additional interviews? [Answer Choices] 1. A candidate might get a bad impression of our company. 2. A candidate might interview with another company. 3. A coveted candidate might get hired by another company. [Correct Answer] 4. A candidate might write a bad review of their interviewing experience with us.	[Narrator] What is the main risk of delaying, rescheduling, or requesting additional interviews?	Same settings as previous question.

Slide [1.22]/ Menu Title: <i>Results [Hidden from the Menu]</i>	Objective: [1]
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Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background: -Color from palette is shown as background on slide. Title: -Title will be in a shape or textbox, placed in upper left-hand corner.	[Slide Title] Results Your Score: XX% Passing Score: YY%	<i>[Narration only on layers]</i>	Success layer 1.22a will show when the timeline starts if results are equal to or greater than 80%. Failure layer 1.22b will show when timeline starts if results are less than 80%. Base layer will be visible through Success or Failure slide layers. Results variable reference shows the percent score only. Built in graded quiz variable reference displays learner score where XX appears on slide and 80% to pass is shown where YY appears on slide.

Slide [1.22a]/ Menu Title: <i>Results [Hidden from the Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Steve and Vivian avatars appear, both happy/celebrating or making a positive gesture. Steve is on the left and Vivian is on the right. Both are larger and cropped so that only the upper 2/3 of their body is visible. Layer title textbox will be placed above the base layer textbox that displays the learner's score. A small	[Layer title] Congratulations! You passed! [button] Review Quiz Continue	[Narrator] Thank you for taking the quiz. Congratulations! You passed! You can review your results by clicking on the review quiz button. If you are satisfied with your results and are ready to move on, please click on the continue button.	Avatars, title and check mark all fade in together when the VO says "Congratulations!" Review and Continue buttons will fade in in sync with their respective VO references. Learner will be able to view the correct and incorrect

green check mark will appear to the right of the layer title. Buttons: Review and continue buttons are styled as previous continue buttons. Both will be placed on the lower half of the screen, near the center line with the review button to the left and the continue button to the right. Both will have normal and hover states.			responses when they click on the review button. The learner will jump forward to slide 1.23 when they click on the continue button.
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Slide [1.22b]/ Menu Title: <i>Results [Hidden from the Menu]</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Steve and Vivian avatars appear, both disappointed/concerned. Steve is on the left and Vivian is on the right. Both are larger and cropped so that only the upper 2/3 of their body is visible. Layer title textbox will be placed above the base layer textbox that displays the learner's score. A small red "X" will appear to the right of the layer title. Buttons: Review and retry buttons are styled as previous continue buttons. Both will be placed on the lower half of the screen, near the center line with the review button to the left and	[Layer title] You Didn't Pass [buttons] Review Quiz Retry Quiz	[Narrator] Thank you for taking the quiz. Unfortunately, you did not pass. You can review your results by clicking on the review quiz button. When you are ready to try again, please click on the retry quiz button.	Avatars, title and red "X" all fade in together when the VO says "Unfortunately, ..." Review and Retry buttons will fade in in sync with their respective VO references. Learner will be able to view the correct and incorrect responses when they click on the review button. Learner will jump back to slide 1.17 when the learner clicks on the retry quiz button.

the retry button to the right. Both will have normal and hover states.			
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Slide [1.23]/ Menu Title: <i>Congratulations!</i>			Objective: [1]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
This slide has a similar design as the Welcome slide. Background image: -An image like the one pictured below will be used.  Slide title is set in a semitransparent shape overlaying the background image in the center of the slide. Directions and custom CLOSE button are located under the title.	[Slide Title] Congratulations! You completed this course. [Directions] Select CLOSE to exit. [button] CLOSE	[Narrator] Congratulations on completing your Compliance Training course on our company's Interview Strategy. Now you have the knowledge you need to ensure that you can create and implement a successful Interview Strategy to increase the number and quality of our new hires. You may click the close button to exit the course.	Next button is hidden. The Close button will fade in timed with the VO reference. It will have a trigger set to close out and exit the course.