

Vyond Script- Alyssa Aiello

Title: *The Interviewer's Fumble*

Narrator: Welcome to "The Interviewer's Fumble." In this scenario, we meet Fred, a frazzled and inexperienced HR interviewer, who is about to conduct an interview with Maria, a highly qualified instructional designer. Before we watch the interview, take a moment to reflect upon a time when you came to an interview prepared, but it just didn't go as well as you expected it to. What went wrong? With that said, let's see how things unfold.

Fred: (muttering to himself) Oh no, I'm five minutes late! I hope Maria hasn't been waiting too long.

Narrator: Fred starts the interview five minutes late, leaving Maria waiting in anticipation.

Fred: (panicking) Oh dear, I forgot to prepare questions! How could I be so unprepared? I must think quickly.

Secretary: Mr. Johnson? Maria, the instructional designer, is ready for you in the Zoom meeting linked on your calendar.

Fred: Right, right. Thank you, Gladys.

Maria: Hello, Fred. Nice to meet you.

Fred: (nervously) Hello, Maria. Sorry about the delay.

Maria: (smiling) Fred, I believe you might be on mute. I can't hear you at the moment. Could you please check your audio settings so we can begin the interview? Thank you!

Fred: (embarrassed) Oh, my apologies! I'm sorry for the technical difficulty. Thank you for letting me know, Maria. Let's proceed with the interview now.

Fred: (whispering) Where are those questions? Ah, never mind. I'll just wing it.

Narrator: Fred is unprepared, lacking a list of questions, and must now rely on his instincts to conduct the interview.

Fred: (reading from the checklist) Let's see... attention to detail, communication skills, and problem-solving. Okay, Maria, tell me about your experience in instructional design.

Maria: (confidently) Certainly. I have over eight years of experience designing and developing engaging training programs for various industries. My focus is on creating interactive and learner-centered materials that maximize knowledge retention.

Narrator: Maria impressively elaborates on her experience, skills, and accomplishments. However, Fred appears distracted, occasionally glancing at the checklist.

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Fred: (interrupting) That's great, Maria. Now, tell me about a time when you had to solve a complex problem.

Maria: (slightly surprised) Of course. One notable project involved revamping a company's outdated onboarding process. By analyzing the existing program and collaborating with stakeholders, I devised a streamlined and interactive training solution, resulting in increased employee engagement and reduced training time.

Narrator: Maria provides a detailed example of her problem-solving skills, but Fred seems preoccupied and fails to engage fully with her responses.

Fred: (absentmindedly) Impressive, Maria. Now, let's move on to the next question.

Maria: (thinking to herself) It's disappointing that Fred seems disinterested, but I'll stay focused and give my best to showcase my qualifications.

Fred: (suddenly) Maria, I apologize for the interruption, but I'm afraid our program manager couldn't attend today's interview. Would you mind meeting them another time?

Maria: (disappointed) That's unfortunate, but I understand. I would be happy to meet with them at a later date.

Narrator: As Maria leaves the Zoom call, she reflects on the interview experience.

Maria: (thinking to herself) That was quite a challenging interview. Despite my best efforts, it felt like Fred was uninterested. I hope my qualifications and portfolio spoke for themselves.

Narrator: And so, the scenario concludes with Maria reflecting, unaware that the shortcomings of the interview were not her fault.

Narrator: The interview is a crucial step in the hiring process. It is essential for interviewers to be prepared, engaged, and focused to ensure a fair and positive experience for all candidates. Remember, everyone deserves a chance to shine.

Narrator: Now, let's take a moment to reflect on the factors that contributed to the unsuccessful interview experience. We'll use a Mentimeter activity to gather your thoughts. Please take out your smartphones or open a new tab on your computer and go to www.menti.com. Once there, enter the code to join the activity.

Narrator: Thanks for watching the Interviewer's Fumble. We hope you enjoyed or at least learned what not to do in an interview, thanks to good old Fred here.