

Vyond Storyboard- Alyssa Aiello

Title: *The Interviewer's Fumble*

Introduction: This video is being created to supplement a VILT sample about how to conduct interviews for an L&D team. The purpose of this video is to “hook” the learner in and to get them to consider what makes an interview effective.

Learning Objective:

By the end of this training, the learner will be able to identify the qualities of an ineffective interview.

Outline:

The narrator will begin with a thought-provoking question to introduce the topic, then he will introduce Fred, the interviewer.

The scenario will show an interviewer who:

- Starts the interview 5 minutes late.
- Is unprepared and does not have a list of questions to ask.
- Has tech problems as he did not troubleshoot the tech before the interview.
- Has a checklist of skills to look for in a candidate.
- Invites the candidate back to meet the program manager, who unfortunately couldn't attend today's interview.

The scenario will conclude with the interviewee thinking about how horrible the interview was, through no fault of their own.

In the end, the learner will be prompted with a link to a Mentimeter activity to assess their achievement of the learning objective.

Characters:

Fred- The frazzled, inexperienced HR interviewer with the best of intentions.

Maria- The perfect candidate- a highly qualified, experienced instructional designer with a stellar portfolio.


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Narrator- A disembodied older, wiser male voice to gently guide the learner through the scenario.

Secretary- An older, seasoned female secretary who appears once briefly.

Color Palette:



1. Title Screen			
Visuals/Graphic	Script/Audio	Programming/Animation Notes	Comments
 <p>Fred and Maria sit across from each other in chairs.</p> <p>Box 1 contains the following text: Meet <u>Fred</u> A frazzled and inexperienced HR interviewer</p> <p>Box 2 contains the following text: Meet <u>Maria</u></p>	<p>*goofy background music*</p> <p>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.</p>	<p>Maria speaks in a relaxed way and Fred listens nervously.</p> <p>Box 1 slides in right to cover Maria and slides out left. Text title types in and subtitle pops in.</p> <p>Box 2 slides in left to cover Fred and slides out right. Text title types in and subtitle pops in.</p>	<p>Goofy background music continues throughout at 20% volume.</p>

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A highly qualified instructional designer			
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2. Question			
Visuals/Graphic	Script/Audio	Programming/Animation Notes	Comments
<p>Maria thinking.</p> <p>Same background as the title screen.</p> <p>Text: Think of a time when an interview didn't go as planned. What went wrong?</p>	<p>Narrator: 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?</p>	<p>Text zooms into the center of the screen.</p>	

3. Introducing Fred			
Visuals/Graphic	Script/Audio	Programming/Animation Notes	Comments
<p>Office Building</p> <p>A small office with a desk, chair, computer, & phone</p>	<p>With that said, let's see how things unfold.</p>	<p>Quick zoom into the window of an office building to see inside Fred's office</p>	

4. Fred Enters			
Visuals/Graphic	Script/Audio	Programming/Animation Notes	Comments

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<p>same office background</p> <p>Fred- a young, disheveled male</p>	<p>*goofy background music continues until VO begins*</p> <p>Fred: (muttering to himself) Oh no, I'm five minutes late! I hope Maria hasn't been waiting too long.</p> <p>Narrator: Fred starts the interview five minutes late, leaving Maria waiting in anticipation.</p> <p>Fred: (panicking) Oh dear, I forgot to prepare questions! How could I be so unprepared? I must think quickly.</p> <p>[Phone rings]</p> <p>Secretary: Mr. Johnson? Maria, the instructional designer, is ready for you in the Zoom meeting linked on your calendar.</p> <p>Fred: Right, right. Thank you, Gladys.</p>	<p>Office doors open as we zoom into the office.</p> <p>Fred rushes into the office, glancing at his watch. He sits down at the desk, visibly flustered.</p> <p>Fred glances around, searching for something, and realizes he doesn't have a list of questions.</p> <p>Fred jumps when the phone (PROP) visibly and audibly rings and then picks it up.</p> <p>Scene of Fred's secretary sitting at her desk on the phone slides in and out, appropriately timed.</p> <p>After talking with his secretary, Fred abruptly hangs up the phone and turns to his computer.</p>	
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5. Meet Maria			
Visuals/Graphic	Script/Audio	Programming/Animation Notes	Comments
<p>Fred's desk, computer screen taking up the majority of the space</p> <p>Computer screen is blank so masking of a Zoom interview can be placed on top</p> <p>Maria- a put-together professional in her 30s</p>	<p>Maria: (smiling) Hello, Fred. Nice to meet you.</p> <p>Fred: (nervously) Hello, Maria. Sorry about the delay.</p> <p>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!</p> <p>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.</p> <p>Fred: (whispering) Where are those questions? Ah, never mind. I'll just wing it.</p> <p>Narrator: Fred is unprepared, lacking a list of questions, and must now rely on his instincts to conduct the interview.</p>	<p>Zoom transition into the scene.</p> <p>Fred quickly opens up his calendar and clicks on the Zoom link. (masking)</p> <p>A Zoom window appears with Maria waiting patiently on the left half of the screen. (masking)</p>	<p>The video overlaid using masking on top of Fred's computer must be made separately, downloaded as a video, and uploaded into this Vyond file.</p>

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6. The Checklist			
Visuals/Graphic	Script/Audio	Programming/Animation Notes	Comments
Same computer/office background. Fred's hand holds his checklist in front of his face so the audience can see it.	<p>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.</p> <p>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.</p> <p>Narrator: Maria impressively elaborates on her experience, skills, and accomplishments. However, Fred appears distracted, occasionally glancing at the checklist.</p>	<p>Fred pulls out a checklist of skills to look for in a candidate.</p> <p>After Maria's VO, the scene shows her silently talking confidently as Fred listens distractedly, glancing at his checklist.</p>	

7. Fred Interrupts

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Visuals/Graphic	Script/Audio	Programming/Animation Notes	Comments
<p>Same computer/office background.</p> <p>Maria gets a thought bubble</p>	<p>Fred: (interrupting) That's great, Maria. Now, tell me about a time when you had to solve a complex problem.</p> <p>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.</p> <p>Narrator: Maria provides a detailed example of her problem-solving skills, but Fred seems preoccupied and fails to engage fully with her responses.</p> <p>Fred: (absentmindedly) Impressive, Maria. Now, let's move on to the next question.</p>	<p>Video still masking on the computer screen.</p> <p>After Maria's VO, the scene shows her silently talking confidently as Fred again barely listens.</p> <p>Maria's thought bubble appears after Fred's absentminded answer.</p>	

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


Visuals/Graphic	Script/Audio	Programming/Animation Notes	Comments
Same computer/office background.	<p>Fred: (suddenly) Maria, I apologize for the interruption, but I'm afraid our project manager couldn't attend today's interview. Would you mind meeting them another time?</p> <p>Maria: (disappointed) That's unfortunate, but I understand. I would be happy to meet with them at a later date.</p>		

9. Maria's Reflection

Visuals/Graphic	Script/Audio	Programming/Animation Notes	Comments
	<p>Narrator: As Maria leaves the Zoom call, she reflects on the interview experience.</p> <p>Maria: (thinking to herself) That was quite a challenging</p>	The scene transitions to Maria in her home office, deep in thought.	

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	<p>interview. Despite my best efforts, it felt like Fred was uninterested. I hope my qualifications and portfolio spoke for themselves.</p> <p>Narrator: And so, the scene concludes with Maria reflecting, unaware that the shortcomings of the interview were not her fault.</p>		
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10. End Screen			
Visuals/Graphic	Script/Audio	Programming/Animation Notes	Comments
<p>Same background as title screen</p> <p>Mentimeter link, code, and QR code displayed similarly to the image below</p> 	<p>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.</p> <p>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</p>	<p>Transition to end screen</p>	

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	<p>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.</p> <p>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.</p>		
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