Interviewing Strategy Considerations

Target Audience: HR interviewers who partner with hiring managers to interview potential employees.

Learning Objectives:

1. Identify the considerations to an interviewing strategy.
2. Determine the correct application of an interviewing strategy consideration.

Seat Time: 20 minutes

Outline:

- Welcome / Navigation / Objectives
- Introduction to "Shane", the mentor of the learner.
- Considerations for a good interviewing strategy.
- Scenarios
- Summary
- Quiz
- Conclusion

Color palate: Company colors	16:9 Ratio	Heading Font: Bell MT
1 Avatar – Middle aged male in business attire	Classic Player	Body Font: Calisto MT

Slide Descriptions:

Every slide has the same display – it will be stated when not needed.

Display: Two rectangles - one inside the other in top left corner with only the bottom and right sides visible. The inside lines are smaller weight than the outside. The rectangles extend from the left side of the slide to the middle of the slide. And the title of the slide goes inside the inside rectangle. The outside rectangle is filled with a color from the color palate.

Company logo in the top right corner

A thick bar going across the bottom of the entire slide. Same color as the outside rectangle. There is a little empty space between the very bottom of the slide and the bar.

2 types of narration – Narrator and Shane

Menu is visible and on the left side of the slide.

Directions:

For revisions, highlight the text needed revised, right click, and add comment. Revisions could be course material adjustments, any addition or deleting of text, picture inclusions or exclusions, etc.

Notes are included at the bottom of each individual slide if needed.

Module Resources/References: None

Slide [1.1]/ Menu Title: Welcome			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
No two rectangles, thick bottom bar, or logo on this slide. The whole slide is covered with a background picture of an interviewing setting. Transparency is 50% darkened with a black rectangle behind the picture. Title is on the bottom right in white. "Interviewing Strategy" is above "Considerations". Two custom buttons are below the title side by side, centered by the title length.	[Title] Interviewing Strategy Considerations [Buttons] [1] Navigation [2] Begin	[*Narrator*] [1]"Hello! And welcome to this course about interviewing strategy considerations." [2] "Here, you will get a quick look at what you should consider with an interviewing strategy and get some real world applications of those considerations." [3] "If you need guidance on the course navigation, press the navigation button, but if you are ready to dive into the course, press the begin button."	When audio [1] starts, title appears. When audio [3] starts, the [1] button fades in when "navigation" is said. When "begin" is said, the [2] button fades in. [1] button goes to slide 1.2 [2] button goes to slide 1.3
Notes: Background pic of interviewing setting – get close to the description of two people sitting round a table or desk talking to each other.			

Slide [1.2]/ Menu Title: Navigation			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**

Visual / Display	Slide Text	Narration / Voiceover	Animation / Interaction
Picture of compass in the middle of the slide taking up much of the center. Captions of navigation buttons are above the button on the player. "click the next button" text is on the bottom right side of the slide in italics.	[Title] Navigation [Captions] [1] Next [2] Previous [3] Volume [4] Seek Bar [5] Menu [Directions] Click the next button to begin!	[Narrator] [1] "Navigation buttons are used to help you smoothly advance through this course. [2] The next button on the bottom right, allows you to move to the next slide. Make sure all content is viewed before you try to advance. [3] In case you need to go back and review something, press the previous button. It will take you backwards to the previous slide. [4] If the volume is too loud or not loud enough, you can adjust the volume by clicking on the volume button and moving the bar up or down. [5] Each slide has a timeline and the seek bar allows you to see how much is left for each slide. If you need to hear something again, you can always move the seek bar back to replay it. [6] The menu here on the left of the slide allows you to see where you are in the course." [7] "Now that you have an idea of how to move through this course, let's begin!"	Captions [1-5] comes in on a motion path straight up and exits on motion path going straight down. Caption [6] comes in on a motion path going to the right and exits to the left. Captions [1-6] fade in when each is starts on audio, but fades out after for the next caption to fade in. There is only one caption at a time. Directions text appears when audio [7] starts. Next button goes to slide 1.3

Notes: If buttons are not identified as "custom", use the player buttons – this is the same for the rest of the slides.

Slide [1.3]/ Menu Title: Objectives			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**

Slide text below title with left alignment.

Objectives are listed below "after this course" with a small indentation.
Both objectives are listed with an open box.

"click the next" directions are on the bottom right side of the slide in italics. | [Title]
Objectives

[Text]
[1]After this course, you will be able to:
[2]Identify considerations of a good interviewing strategy.
[3]Determine what is correct and incorrect in the interviewing process.

[Directions]
[4]Click the Next button to continue. | [*Narrator*]
[1] "After this course, you will be able to
[2] Identify considerations of a good interviewing strategy and
[3] Determine what is correct and incorrect in the interviewing process."

[4] "Click the next button to meet your mentor, Shane." | When audio [1] starts, text [1] fades in.

When audio [2] starts, text [2] with box floats up from the bottom.

When [3] starts, text [3] with box floats up from the bottom.

When audio [4] starts, text [4] appears.

Next button goes to slide 1.4 |

Slide [1.4]/ Menu Title: Meet Shane			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Shane takes up the left half of the slide with his caption box coming off the right.

The caption box has no fill and has a darker outline from the color palate.
The caption box does not go below Shane's shoulders or above the title rectangles. | [Title]
Meet Shane

[Caption1]
Hi, my name is Shane, and I'm your mentor to help guide you through an interviewing strategy.

[Caption2]
All companies need to hire people from time to | [Shane]
[1]"Hi, my name is Shane, and I'm your mentor to help guide you through an interviewing strategy.

[2]All companies need to hire people from time to time. However, how a candidate is interviewed is often an afterthought. To hire the best people, you need an interviewing strategy. So our focus is on the interview. | Shane begins with happy, hands on hips pose and fades to waving pose when [1] is said on audio.

When Shane says [2] his pose fades out of waving pose and into a talking pose.

When Shane begins [3] on audio, his pose fades out of |

Once Shane starts talking about the 7 considerations, "here's what an interviewing" text fades into the right half of the slide with a big caption going off to the right and taking up much of the right center of the slide.

The 7 interviewing considerations are under the "here's what an interviewing strategy" text within the caption. | time. However, how a candidate is interviewed is often an afterthought. To hire the best people, you need an interviewing strategy. So our focus is on the interview.

[Text]
[1]Here's what an interviewing strategy must consider…
[2]Timeliness
[3]Know what you want
[4]Don't have a checklist
[5]Prepare for your interview
[6]People need to be trained
[7]Remember the purpose of the interview
[8]Make sure candidate meets everybody. | [3]Here's what an interviewing strategy must consider…
[1]Timeliness
[2]Know what you want
[3]Don't have a checklist
[4]Prepare for your interview
[5]People need to be trained
[6]Remember the purpose of the interview
[7]Make sure candidate meets everybody." | talking pose and fades in pointing to the right pose.

His caption fades in and out of the caption box as it is said on audio.

When [3] audio starts, text [1] fades in.

Each of the 7 interviewing strategy considerations fades in under [1] text when said on audio and disappear when finished. There is only one consideration on the screen at a time.

Automatic advancement to slide 1.5 when timeline ends. |

Slide [1.5]/ Menu Title: Considerations			Objective: 1
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
No bottom bar for this slide

Below title, there are the directions "move the slider".
Below directions there is a 1 row by 7 column table. Each box has no fill | [Title]
Considerations

[Table boxes]
[1]Time
[2]Focused | [*Narrator*]
[1]Move the slider to the right to get more information of the considerations for an interviewing strategy. | As the slider moves to the right by 1, each box it ends up on shows the corresponding layer.

Slide at 1, shows layer "Time" |

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
with all boarders shown. The boarders are in a color from the palate. Each box and one-word description of the consideration listed in the order it was said on the previous slide. On the top of the table, showing half on the table, half off, is a square slider thumb. Same color of thumb as the boarder of table. The thumb should land in the middle of each box when moved. From the bottom of the table to close to the bottom of the slide extends a rectangle making the table boxes look like tabs. White fill inside the rectangle. The rectangle has a heavier weighted outline and in the same color as the table outline. "click next" directions are below table on the bottom right corner in italics.	[3]Checklist [4]Preparation [5]Training [6]Purpose [7]Introduce [Directions] [1]Move the slider to the right for more information on each consideration. [2]Click Next to work more with Shane.	[2]When all considerations have been seen, work with Shane through some real-life scenarios by clicking the next button.	Slide at 2, shows layer "Focused" Slide at 3, shows layer "No Checklist" Slide at 4, shows layer "Preparation" Slide at 5 shows layer "Training" Slide at 6 shows layer "Purpose" Slide at 7 shows layer "Introduce" [1] directions float in from the right when [1] audio starts. [1] directions appear when [2] audio starts. Next button is hidden until the slider lands on all considerations. Next button goes to slide 1.6

Slide [1.5a]/ Menu Title: *[Time]*

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
On the left side of the rectangle is the text. Each part of the description is listed with bullets.	[Text] [1] Don't waste a candidate's time.	[Shane] [1]"Don't waste a candidate's time. A good candidate has other opportunities besides yours.	Audio begins when timeline of layer begins.

| On the right side of the rectangle is a picture representing time. | [2] Get them in, interview them, and get them a decision. | [2]Get them in, interview them, and get them a decision." | [1] text fades in with its bullet when [1] audio starts.

[2] text fades in with its bullet when [2] audio starts. |
|---|---|---|---|

Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same as 1.5a except picture represents Focused.	[Text] [1] Don't start the interviewing process until you know exactly what you're looking for. [2] Define the job and the skills needed.	[Shane] [1]"You must know exactly what you're looking for. [2] If you don't, then don't start the interviewing process. You're wasting your time and more importantly the candidate's time. [3] Define the job and the skills needed."	Audio begins when timeline of layer begins. [1] text fades in with its bullet when [2] audio starts. [2] text fades in with its bullet when [3] audio starts.

Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same as 1.5a except picture represents a checklist is in the middle of a circle with a line going through it meaning "no checklist".	[Text] [1] Don't have a checklist that would eliminate most or even all candidates.	[Shane] [1]"Don't have a checklist that would eliminate candidates. You're not ordering parts to make something. You're interviewing."	Audio begins when timeline of layer begins. [1] text fades in with its bullet when [1] audio starts.

Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same as 1.5a except picture represents preparation.	[Text] [1]Know what questions you are going to ask.	[Shane] [1]"Prepare for your interview. [2]You must know what questions you are going to ask. Without a list of questions, you'll end up talking about the weather."	Audio begins when timeline of layer begins. [1] text fades in with its bullet when audio [2] starts.

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Same as 1.5a except picture represents training.	[Text] [1]Don't just let anybody perform an interview. [2]Help them do it properly.	[Shane] [1]"People in the interview, including hiring managers, need to be trained. [2]Don't let just anybody perform an interview. [3]Help them to do it properly.	Audio begins when timeline of layer begins. [1] text fades in with its bullet when [2] audio starts. [2] text fades in with its bullet when [3] audio starts.

Slide [1.5f]/ Menu Title: *[Purpose]*

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Same as 1.5a except picture represents purpose.	[Text] [1]The purpose of the interview is to find an hire a candidate that is capable of doing the job to your satisfaction.	[Shane] [1]"Remember the purpose of the interview. [2]The purpose of the interview is to find an hire a candidate that is capable of doing the job to your satisfaction."	Audio begins when timeline of layer begins. [1] text fades in with its bullet when [2] audio starts.

Slide [1.5g]/ Menu Title: *[Introduce]*

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Same as 1.5a except picture represents an introduction.	[Text] [1]The candidate needs to meet the decision makers. [2]Don't make them come back again.	[Shane] [1]"Make sure the candidate meets everybody. [2]The candidate needs to meet the decision makers. [3]Don't make them come back again."	Audio begins when timeline of layer begins. [1] text fades in with its bullet when [2] audio starts. [2] text fades om with its bullet when [3] audio starts.

Slide [1.6]/ Menu Title: Scenarios			Objectives: 2
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Shane is in a [1]talking pose and changes to a [2]point right pose on the left side of the slide. Caption1 and caption2 appear in a caption box to the right of Shane. The caption box is the same color as the other captions in the course. The caption box has no fill. Three buttons with the words Scenario 1, Scenario 2, and Scenario 3 that are on the centered and listed vertically on the right side of Shane. Each button is the same height and width. The width is three times the height. Each button is aligned vertically and horizontally.	[Slide Title] Scenarios [Caption1] Let's see how well you can apply an interviewing strategy. [Caption2] I'm going to give you three scenarios. Click on each scenario and determine all the correct applications for a good interviewing strategy. I'll help you out along the way. [Directions] Click next when all scenarios have been visited. [Buttons] Scenario 1 Scenario 2 Scenario 3	[Shane] [1]"Let's see how well you can apply an interviewing strategy." [2]"I'm going to give you three scenarios. Click on each scenario and determine all the correct applications for a good interviewing strategy. I'll help you out along the way." [Narrator] [3] Click next when all scenarios have been visited.	Shane starts on the slide in a talking pose. When audio [2] begins, Shane fades out of talking pose and fades into the pointing right pose. Must visit each button in Scenario Numerical order. Clicking Scenario 1 button goes to slide 1.7 Clicking Scenario 2 button goes to slide 1.8 Clicking Scenario 3 button goes to slide 1.9 Next button is hidden.

Slide [1.7] / Main Title: [*Scenario 1*]			Objectives: 2
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
No title, rectangles, and bar.	[Rectangle text] [1] An HR interviewer had to cancel an	[Shane] [1]"Below are applications of 'time' and 'focus.'	Shane starts on the slide in a talking pose.

Background is a picture of an office or board room. Shane is positioned on the left side of the slide and it looks like he is standing in the room. Shane is in a [1]talking pose and changes to a [2]point right pose. There are 4 rectangles on the right side, centered vertically and horizontally. Each option is in a rectangle. The rectangle has a color palate fill and has heavier weighted different color palate outline. A final rectangle covers all the options with final directions centered in the middle. The color fill is a color in the color palate. Final directions are centered in the final rectangle. "Great Work!" has a much larger font size than "click the next button"	interview and reschedule. On the day of the rescheduled interview, the HR interviewer was a no show. [2] An HR interviewer really liked a candidate. So, the interviewer scheduled an interview for the next day. It went great! [3] The HR interviewer worked to define the skills and role for an ideal candidate. They also worked with the team to understand personalities and culture. [4] The HR interviewer tells the candidate about another job than the one described because there were additional skills the candidate didn't have. [Final Directions] Great Work! Click the next button to get back to the scenarios.	[2]Pick all the applications that are correct for an interviewing strategy."	When audio [2] begins, Shane fades out of talking pose and fades into the pointing right pose. When rectangle [1] is clicked on, show layer a. When rectangle [2] is clicked on, show layer b. When rectangle [3] is clicked on, show layer c. When Rectangle [4] is clicked on, show layer d. State changes on each rectangle to a lighter color when clicked on. If the rectangle is a correct choice, go for a correct color. If the rectangle is an incorrect color, go for an incorrect color. Once rectangles 2 and 3 are clicked and audio completes, the final rectangle appears. Clicking the next button goes back to slide 1.6

Notes: Format is the same for slides 1.8 and 1.9. Correct answers are highlighted.

Slide [1.7a]			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Shane is in a thinking pose looking to the right. All the rectangles are covered by a large rectangle with the text inside the rectangle. Same color rectangles as slide 1.7	[Text] Not quite.	[Shane] [1]"Not quite. If this is done, you send the message that the candidate isn't important. That may mean you lose a quality candidate because they'll want someone that makes them a priority."	Audio starts when timeline starts. Slide automatically goes back to base layer when audio ends.
Slide [1.7b]			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same as 1.7a	[Text] Great!	[Shane] [1]"Great! If a candidate is important to you, make them a priority."	Same as 1.7a.
Slide [1.7c]			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same as 1.7a	[Text] Yes!	[Shane] [1]"Yes! Working with your team to figure out what is good for the ideal candidate is knowing what you want."	Same as 1.7a.
Slide [1.7d]			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same as 1.7a	[Text] Not quite.	[Shane] [1]"Not quite. If you work to determine the skills needed and then don't include everything you want for the job, you are just wasting a lot of people's time."	Same as 1.7a.

Slide [1.8] / Main Title: [*Scenario 2*]			Objective: 2
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Same as 1.7 except 6 rectangles	[Rectangle Text] [1] The HR interviewer knew what they wanted, so they had a very specific checklist to make sure the candidate had it all. [2] The HR interviewer was flexible with what they knew they wanted in a candidate. They knew skills needed will have to change over time so they were looking for someone that had the skillset, but also one that could adjust with the job. [3] The HR interviewer knew what they were going to ask in advance of the interview. [4] The HR interviewer didn't ask many technical questions. Instead, they got a lot of information about the candidate's hobbies and favorite team's stats. [5] The HR interviewer brought in a brilliant software developer that	[Shane] [1] "These applications are of 'no checklist', 'preparation', and 'training'. [2] "Pick all the applications that are correct."	Same as 1.7 except: Once rectangles 2, 3, and 5 are clicked and audio completes, the final rectangle appears. When rectangle [1] is clicked on, show layer a. When rectangle [2] is clicked on, show layer b. When rectangle [3] is clicked on, show layer c. When Rectangle [4] is clicked on, show layer d. When rectangle [5] is clicked on, show layer e. When rectangle [6] is clicked on, show layer f.

	hasn't been trained properly for interviews. <mark>[6] The HR interviewer and the hiring manager were able to go "off script" based on answers and dig deeper into the candidate's skills.</mark>		

Slide [1.8a]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Same as 1.7a	[Text] Not quite.	[Shane] [1]"Knowing what you want is good, but you don't have to have a checklist that would eliminate most or even all candidates."	Audio starts when timeline starts. Slide automatically goes back to base layer when audio ends.

Slide [1.8b]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Same as 1.7a	[Text] Great!	[Shane] [1]"Absolutely. In some jobs, what's hot today will be replaced by some other new, hot thing. You need a smart person, not a robot, that can learn what's needed to do the job."	Same as 1.7a.

Slide [1.8c]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Same as 1.7a	[Text] Yes!	[Shane] [1] "This is good! You don't have to ask every possible question, but by picking the right ones, you can eliminate a lot of others which saves you and the candidate time."	Same as 1.7a.

Slide [1.8d]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:

Same as 1.7a	[Text] Don't do this.	[Shane] [1]"Make sure your questions are important to the job. Sure, get to know the candidate on a business and personal level, but ask questions that the right candidate will know about the job."	Same as 1.7a

Slide [1.8e]			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same as 1.7a	[Text] Not quite.	[Shane] [1]"Not quite. Just because your interviewer is a brilliant software developer, doesn't mean they're a brilliant interviewer."	Same as 1.7a.

Slide [1.8f]			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same as 1.7a	[Text] Yes!	[Shane] [1] "This is what you want! The interviewer must be knowledgeable of the subject matter and be able to ask questions you've defined, but also be able to go 'off script' to determine more about the candidate's skills."	Same as 1.7a.

Slide [1.9] / Main Title: [*Scenario 3*]			Objectives: 2
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same as 1.7	[Rectangle text] [1] "An HR interviewer and hiring managers had a roundtable interview. With each question, they showed how smart they are by asking	[Shane] [1]"The last applications are 'purpose' and 'introduce.' [2]Pick all the applications that are correct for an interviewing strategy."	Same as 1.7 except: Once rectangles 2 and 4 are clicked and audio completes, the final rectangle appears. Clicking the next button goes to slide 1.10

increasingly harder questions."
[2] The HR interviewers individually interviewed the candidate using a subset of the questions.
[3] The HR interviewer had the candidate interview a second time.
[4] The HR interviewer liked the candidate and talking with the other interviewers, who were also the decision makers, made the decision to quickly hire the candidate.

[Final Directions]
Nicely Done!
Click the next button to move on to a quick recap.

Slide [1.9a]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Same as 1.7a	[Text] Don't go this way.	[Shane] [1]"The purpose of the interview is not for your interviewers to feel smart about themselves. It will not get the job accomplished."	Audio starts when timeline starts. Slide automatically goes back to base layer when audio ends.

Slide [1.9b]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Same as 1.7a	[Text]	[Shane]	Same as 1.7a.

| | Perfect! | [1]"This is perfect. Remember, interviews are meant to ascertain whether or not a candidate is able to do the job to your satisfaction, not to make the interviewers feel smart about themselves." | |

Slide [1.9c]			
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Same as 1.7a	[Text] Not this!	[Shane] [1]"This is a huge risk! One thing that turns candidates off is when they must have multiple interviews. Have all the decision makers involved in the first interview.	Same as 1.7a.

Slide [1.9d]			
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Same as 1.7a	[Text] Yes!	[Shane] [1]"If you like the candidate, chances are another company does too. You are competing against other companies for candidates, so make the decision quickly."	Same as 1.7a.

Slide [1.10]/ Menu Title: Summary			Objectives: 2
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Same as 1.3 except: Shane is on the bottom right with two poses. [1] talking pose facing left and [2] thumbs up pose facing forward.	[Title] Recap [Objectives] Same as 1.3	[Shane] [1]"Before you take a quiz over this course material, here is a recap of what your course objectives were. [2] Identify the considerations to an interviewing strategy. [3] Determine the correct application of an interviewing strategy consideration.	Shane starts on the right side of the slide in a talking pose facing left. When audio [5] begins, Shane fades out talking pose and fades in thumbs up pose. Check mark appears in first box when [2] is said on audio.

		[4] If you are ready to test your knowledge over these objectives, press the next button. [5] Good luck!"	Check mark appears in second box when [3] is said on audio. Next button goes to slide 1.11

Slide [1.11]/ Menu Title: [*Quiz Q1*]			Objectives: 1
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Question is below title and left aligned. "Select all that apply" is in italics. Possible solutions are below the question with 2 columns. First column has 4 possible solutions on the left. Second column has the remaining 3 possible solutions on the right.	[Title] Question 1 [Question] What are some considerations for an interviewing strategy? Select all that apply. [Possible Solutions] [1] Don't waste time. [2] Do multiple interviews. [3] Forget the purpose. [4] Prepare for your interview. [5] Have a checklist. [6] Make sure the candidate meets everyone. [7] Forget what you want.		Multiple answer type of question. Submit button goes to slide 1.12
Notes: Correct answers are highlighted. Same for slides 1.12-1.15			

Slide [1.11a]/ Menu Title: [*Quiz Q1 Review*]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Custom review slide. The question is still seen in the background and the rectangle with the slide text is below the question and possible answers. Rectangle is a color from the color palate with a darker and heavier weighted outline.	[Text] Out of the seven considerations, "Don't waste time," "Prepare for your interview," and "Make sure the candidate meets everyone" were correctly listed.		Next button goes to next slide

Slide [1.12]/ Menu Title: [*Quiz Q2*]   Objectives: 2

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Question is below title and left aligned. "Is the following statement true or false?" is in italics. True or False are listed vertically on the left side of the slide.	[Title] Question 2 [Question] Is the following statement True or False? Do not start the interviewing process if you don't know what you're looking for. True.		True or False type of question. Submit button goes to slide 1.13

Slide [1.12a]/ Menu Title: [*Quiz Q2 Review*]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:

Same as 1.11a	[Text] The statement is TRUE. You do not want to start the interviewing process until you know what you're looking for.		Next button goes to next slide

Slide [1.13]/ Menu Title: [*Quiz 3*]			Objectives: 2
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same as slide 1.12	[Title] Question 3 [Question] Is the following statement True or False? If you are hiring for a developer position, have a brilliant developer interview the candidate as they know what to do. Afterall, if they are a brilliant developer, they are a brilliant interviewer. False.		True or False type of question. Submit button goes to slide 1.14

Slide [1.13a]/ Menu Title: [*Quiz Q3 Review*]			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same as 1.11a	[Text] The statement is FALSE. Just because they are a		Next button goes to next slide

	brilliant developer does not mean they are a brilliant developer. You must train all the interviewers involved to be good interviewers.		

Slide [1.14]/ Menu Title: [*Quiz Q4*]			Objectives: 2
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same as 1.12	[Title] Question 4 [Question] Is the following statement True or False? The purpose of the interview is to find and hire a candidate that's capable of doing the job. ==True.==		True or False type of question. Submit button goes to slide 1.15

Slide [1.14a]/ Menu Title: [*Quiz Q4 Review*]			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same as 1.11a	[Text] The statement is TRUE. The purpose is to find and hire a capable candidate.		Next button goes to next slide 1.16

Slide [1.15]/ Menu Title: [*Quiz Q5*]	Objectives: 2

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Same as 1.12	[Title] Question 5 [Question] Is the following statement True or False? Have a checklist and make sure the candidate can check off all the things on that list. False.		True or False type of question. Submit button goes to slide 1.16

Slide [1.15a]/ Menu Title: [*Quiz Q5*]			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same as 1.11a	[Text] The statement is FALSE. Knowing what you want is good, but having a checklist could cause you to miss out of some good candidates.		Next button goes to next slide

Slide [1.16]/ Menu Title: [*Results*]			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Score percentage is in the bottom center of slide with "Your Score" centered below it.	[Title] Results [Text] Your Score		Go to slide 1.16a if score is less than 80%. Go to slide 1.16b if score is 80% or higher.

Slide [1.16a]/ Menu Title: [Success]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Shane shows on the left side of the slide with [1] one thumbs up pose and changes to [2] happy pose below the title. Slide text is centered in the middle of the slide, to the right of Shane and above the score percentage.	[Text] [1]Right on! You know the considerations for an interviewing strategy. [Custom Buttons] [1] Review Quiz [2] Conclusion	[Shane] [1] "Right on! You know the considerations for an interviewing strategy. [2] I'm glad I was here to help guide you through this course. If you'd like to review the quiz, press the 'review quiz' button. But if you are ready to conclude this course, press the 'conclusion' button.	Shane starts with pose [1] when timeline starts. When audio [2] begins, Shane changes to pose [2]. [1] Button reviews only missed questions. [2] button goes to slide 1.17 Slide 1.16 is visible through layer. Previous and next buttons on player are hidden.

Slide [1.16b]/ Menu Title: [Failure]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Same as slide 1.6a except: Shane shows on the left side with [1] disappointed pose and changes to [2] talking pose.	[Text] It seems you'll have to take this quiz again. First review the quiz to see what you missed. Then take the quiz again. [Custom Buttons] [1] Review Quiz [2] Retake Quiz	[Shane] [1]"It seems you'll have to take this quiz again. [2]First review the quiz to see what you missed. Then take the quiz again."	Shane starts with pose [1] when timeline starts. When audio [2] begins, Shane changes to pose [2]. [1] button reviews only incorrect questions. [2] button resets quiz and goes to slide 1.11 Slide 1.16 is visible through layer.

			Previous and next buttons on player are hidden.

Slide [1.17]/ Menu Title: Conclusion

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Slide text is below the slide title and centered on the slide The exit button is on the bottom right of the slide with same color palate as other buttons in course.	[Title] Congratulations [Text] [1]You've completed this course over Interviewing Strategy Considerations. [Custom Button] [1] Exit	[Narrator] [1]"Congratulations! You've completed this course over interviewing strategy considerations. [2]Interviewing is difficult, but after taking this course, you can be confident in your interviewing strategy and bring in a higher quality of new hires." [3]Click the exit button to exit this course.	When [1] audio says, "you've completed", text [1] floats in from the bottom. When audio [3] starts, [1] button fades in. [1] button exits the course.