Storyboard: Interview Skills for Tech Interviewers & Recruiters

Target Audience: This training is for HR interviewers who partner with hiring managers to interview potential employees at Techs-R-Us.

Learning Objectives:

1. Identify the components of effective interview strategies.
2. Explain how to use effective interview strategies.
3. Determine appropriate technical topics and interview questions for job interviews.
4. Practice using deep technical interview questions.

Seat Time: 20 minutes

Outline:

- Welcome Slide: Course Intro
- Navigation
- Learning Objectives
- Topic 1: Components of effective interview strategies (LO1/LO2)
  - Purpose of interviews
    - Ascertain candidates' potential business fit, competency, motivation, abilities, skills, and knowledge for a job
    - Use consistent, formal rating scale to accurately assess candidates
    - Make good first impression to attract quality candidates
  - Job analysis and skills definition
    - Fully define skills and role of ideal candidate
    - Identify "need to have/requirements" v. "nice to have/preferred"
    - Technologies needed
    - Business skills
    - Team culture/dynamic
  - Timeliness
    - Scheduling interviews
    - Communication w/HR managers & candidates

- Meet w/decision makers
- Making decisions
- Interview prep
  - Determine topics
  - Prepare relevant questions
- Practice interviewing
  - Subject matter knowledge
  - Variations of correct/incorrect interview answers
  - Improvise to dig deeper
  - Interview for business acumen rather than just checklist of tech skills:
    - Intelligence
    - Adeptness
    - Capability
    - Receptiveness
    - Versatility
    - Skill transferability
- Vyond Video: demonstration of HR/technical interview skills
  - How to improvise and go off script to dig deeper
  - How to interview for business acumen plus tech skills
- KC: Topic 1 (LO1)
- KC: Topic 1 (LO2)
- Topic 2: Technical Topics & Interview Questions (LO3)
  - Engineering life cycle
    - Problem solving/troubleshooting
    - Design
    - Coding
    - Testing
    - Example interview questions
  - KC: Topic 2 (LO3)

- Topic 3: Interview Scenario (LO4)
  - 1 branching scenario w/choose-your-own-adventure style questions/answers
  - 1 interviewer avatar
  - 1 candidate avatar
  - 1 technical job position description with specific technical questions and branched answers depending on how learner answers
    - Interview question 1 & 2 potential answers
    - Interview question 2 & 2 potential answers
  - KC: woven through Topic 3 scenario (LO4)
- Summary: review learning objectives/main topics
- Assessment: Intro graded quiz
  - Question 1 (LO1)
  - Question 2 (LO2)
  - Question 3 (LO3)
  - Question 4 (LO4)
  - Question 5 (LO4)
  - Results
- Congratulations: Course completion

Global Comments: Modern player in Storyline. Slide dimensions are 16:9 ratio with slide size (1280:720). Use template/master slide unless otherwise noted. Anything in brackets is not visible on slide or included in v/o audio. Text on slide in bold/italics should appear as written. All animations are default time, unless noted otherwise.

Directions: SMEs/Stakeholders: Please provide feedback/questions by using Track Changes/Comments function under Review tab. Focus on content accuracy and completeness in Slide Text and Narration/Voiceover columns when reviewing. Feedback review cycle is due by: [agreed upon date in project schedule.]

Logo:

Color Palette:

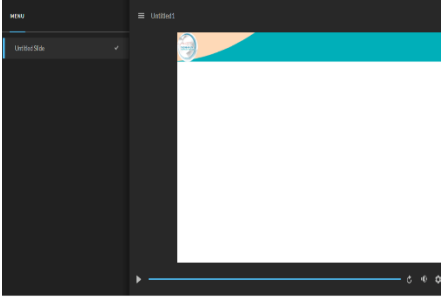| 0081A7	00AFB9	FDFCDC	FED9B7	F07167
Cerulean	Verdigris	Light yellow	Light orange	Bittersweet

Font: Raleway

Template/master slide:

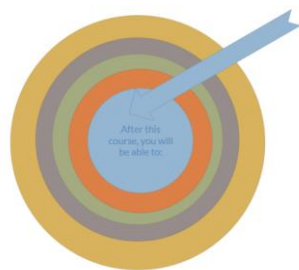**Module Resources/References:** Link to Interview questions **Job Aid** PDF will go in the Resources tab

Slide [1.1]/ Menu Title: *Welcome*			Objective: [n/a]	
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**	
Semi-Transparent image of job interview/Photo background behind header title bar Circle Navigation Button in color palette lower left side Circle Begin Course Button in color palette lower right side	[Slide Title:] **Welcome to Technical Interview Skills** [Navigation Button:] **Navigation** [Begin Course Button:] Begin Course	[*Narrator:*] Welcome to Technical Interview Skills! Have you ever interviewed a candidate who appeared to be a perfect fit on paper, but then the hiring manager said they didn't meet the requirements to move them forward in the hiring process? Or maybe you were asking a technical question of a candidate during an interview, and you weren't quite sure if they were answering correctly? Then, this training is for you! You will gain practical experience using effective interview strategies and refine your technical interview knowledge and skills, which ultimately improves both the quantity and quality of our candidates. Select the navigation button to learn how to move through the course, or if you're already familiar with the course navigation, select Begin Course when you're ready to start.	Navigation button fades in to sync w/vo Navigation button jumps to Slide 1.2 when user clicks Navigation Begin course button fades in to sync w/vo Begin course button jumps to slide 1.3 when user clicks Begin Course	

Slide [1.2]/ Menu Title: *Navigation*			Objective: [n/a]	
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**	
Screen shot of welcome slide (without navigation/begin course buttons) covers entire slide below title header bar:	[Slide Title:] **Navigation**	[*Narrator:*] Follow the magnifying glass to learn about the player features and how to navigate this course. The Resources tab provides helpful external information for the course. The previous and next buttons allow you to move forward or backward in the course. The gear icon provides accessibility features. Adjust the	Magnifying glass icon zooms in from slide center to hover over Resources tab, to sync w/vo Magnifying glass moves on motion path from Resources tab **down** to hover over prev/next buttons, in sync w/vo Magnifying glass moves on motion path from Prev/next buttons **left** to hovers	

| | | volume by clicking here. You can play, pause, replay, and advance through the slide using the seekbar. The menu options allow you to select and revisit slides in the course.

Select Next to continue. | over Accessibility icon, then volume, replay, seekbar, and play/pause icons, in sync w/vo

Magnifying glass moves on motion path **up** to menu tab in sync w/vo

Next button is disabled until timeline ends on slide.

User clicks next to advance to slide 1.3 |

Magnifying glass icon highlights navigation features of player

Slide [1.3]/ Menu Title: *Learning Objectives*			Objective: [all]
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Title header bar White slide background 5 concentric circles in center of slide, each a different color from palette, so that it appears like a target; smallest circle 1 in center with learning objectives text; innermost outer circle contains learning objective 4 text, centered; next outer circle 3 contains learning objective 3 text, centered; next outer circle 4 contains learning objective 2 text, centered; last outermost circle 5 contains learning objective 1 text, centered	**[Slide Title:] Learning Objectives** **[smallest center circle 1:]** After this course, you will be able to: **[innermost outer circle 2:] Learning Objective 4:** Practice using deep technical interview questions. **[outer circle 3:] Learning Objective 3:** Determine appropriate technical topics and interview	[*Narrator:*] What do we aim to learn? After this training, you will be able to: Identify the components of effective interview strategies; Explain how to use effective interview strategies; Determine appropriate technical topics and interview questions for job interviews; and Practice using deep technical interview questions. Select Next to continue.	5 concentric circles grow in as 1 object Audio plays "What do we aim…" when timeline begins on slide. Notched arrow enters from upper right corner of slide, follows motion path to top right off slide to center circle on target when audio plays "What do we aim…" Audio plays "After this training…" when entrance animation completes on circles/arrow Text on each circle fades in to sync w/vo When audio ends on smallest center circle 1 ("After this training, you will be able to:"), change state of outermost circle 5 (learning

Notched arrow in contrasting color palette on right side of slide=see animation Example:	questions for job interviews. **[outer circle 4:]** **Learning Objective 2:** Explain how to use effective interview strategies. **[outermost circle 5:]** **Learning Objective 1:** Identify the components of effective interview strategies.		objective 1) to smaller sized circle (so it appears to shrink to fit on slide) and move outermost circle 5 on motion path to lower left side of slide. Play audio on outermost circle 5 when motion path ends. When audio ends on outermost circle 5, change state of outer circle 4 (learning objective 2) to smaller, shrink to fit circle and move on motion path to center left of slide, below header bar. Play audio on outer circle 4 when motion path ends. When audio ends on outer circle 4, change state of outer circle 3 (learning objective 3) to smaller, shrink to fit circle, move on motion path to center right side of slide, below header bar. Play audio on outer circle 3 when motion path ends. When audio ends on outer circle 3, change state of innermost outer circle 2 to smaller shrink to fit circle, move on motion path to lower right corner of slide. Play audio on innermost outer circle 2 when motion path ends. Next button is disabled until timeline/audio ends on slide User clicks next to advance to slide 1.4.

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background is light gradient color from color palette. Slide title on header bar. 5 overlapping circles in lower left corner, in different colors from palette, overhanging slide; labeled 1-5 6th smaller circle hidden underneath 5 larger circles with directions text Small replay button circle hidden under all other circles **Example:** 	**[Slide Title:] Components of Effective Interview Strategies** **[Directions circle:]** Select each number to learn more about components of effective interview strategies. **[Circle 1:]** Purpose of interviews • Ascertain candidate's potential business fit, competency, motivation, abilities, skills, and knowledge • Use consistent, formal rating scale to accurately assess candidates • Make good first impression to attract quality candidates **[Circle 2:]** Job analysis and skills definition • Fully define skills and role of ideal candidate • Identify "need to have/requirements" v. "nice to have/preferred" • Technologies • Business skills • Team culture/dynamic	*[Directions Narrator:]* What are some components of effective interview strategies? Select each numbered circle to find out more. *[Narrator circle 1:]* The purpose of interviewing candidates is to ascertain their potential fit with our business, including their competency, motivation, abilities, skills and knowledge. It's important to use a consistent, formal rating scale to accurately assess candidates during the interview to overcome bias and meet our hiring quality metrics. We also want to make a good first impression to attract and retain quality candidates. *[Narrator circle 2:]* An effective interviewing strategy includes analyzing the job and fully defining the skills and role of the ideal candidate for that position. It's crucial to identify need to have requirements versus nice to have preferred qualifications to ensure that we focus on vetting the highest quality candidates for the role. Make sure to clarify with the hiring manager which technologies and business skills are needed to mesh with their team culture. *[Narrator circle 3:]* Timeliness is key, so that we don't miss out on hiring a great	**Accordion circles interaction:** 5 overlapping content circles, motion paths move from lower left side of slide to center when user clicks each circle, then each circle moves on motion path to lower left side of slide when user clicks next circle in order; interaction uses state changes, not layers. 6th smaller directions circle hidden under other circles and moves to center of slide when timeline starts on slide. Directions circle changes to hidden state when user clicks circle 1. Initial state of circle 1: normal; changes state to selected text info/transparent circle with line border and moves on motion path to center when user clicks circle 1; text fades in sync w/vo. Moves on motion path to lower right side of slide, (overhanging); Change state to visited; back to opaque color/number moves to opposite side of circle when user clicks circle 2.

[Circle 3:] Timeliness
• Scheduling interviews
• Communication w/HR managers & candidates
• Meet w/decision makers
• Making decisions
[Circle 4:] Interview prep
• Determine topics
• Prepare relevant questions
[Circle 5:] Practice interviewing
• Subject matter knowledge
• Variations of correct/incorrect interview answers
• Improvise to dig deeper
• Interview for business acumen:
    ○ Intelligence
    ○ Adeptness
    ○ Capability
    ○ Receptiveness
    ○ Versatility
    ○ Skill transferability
[Replay button:] Replay
	quality employee who is likely interviewing with other companies during the same timeframe. Schedule interviews in a timely manner with candidates. Communicate promptly with HR managers and candidates and make sure candidates meet with the decision makers during the interview process to eliminate scheduling extra meetings. Encourage expedient decision making with hiring managers for moving candidates forward and hiring.
	
	[Narrator circle 4:] Interview preparation includes determining the main topics to cover during the interview and preparing relevant questions, aligned with those topics. Ask the hiring manager which questions and topics are the highest priority.
	[Narrator circle 5:] Practice your interviewing skills so that you are comfortable with the subject matter and any variations of correct and incorrect answers to deep technical questions. Learn how to improvise to dig deeper when interviewing candidates. Remember to interview candidates not only on their technical skills, but also on their business acumen, including intelligence, adeptness, capability, receptiveness, versatility, and skill transferability.
		Initial state of circle 2: disabled. Change state to selected text info/transparent circle and move on motion path to center of slide when user clicks circle 2. Change state back to opaque (visited state) and move on motion path down to lower right corner overhanging when user clicks circle 3.
		
		Duplicate animation/ triggers for circles 3-5, replacing circles numbers appropriately.
		Jump to **this slide** when animation completes on circle 5, moving down to lower right corner.
		
		Initial state of replay button is hidden. Change state of replay button to normal when animation completes on circle 5. Small circle Replay button on lower left side fades in from bottom of slide after all circles content has been clicked to allow learner to revisit circles. 5th circle moves to lower left side when user clicks replay.
		
		Next button is disabled until user clicks on each circle.

		Select the Replay button to review the components of effective interviewing strategies, or select next to continue.	

Slide [1.5]/ Menu Title: *Video: Interview Skills*			Objective: [LO1/LO2]
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Slide template background Vyond Video inserted onto slide, takes up slide	**[Slide Title:]** **Interview Skills**	[*Narrator:*] Click the play button to watch the interview skills video that demonstrates how to improvise and go off script to dig deeper when interviewing a candidate, and how to interview for a candidate's business acumen plus tech skills. Select Next when you are finished watching the video.	Vyond Video plays when user clicks Play button. Play button overlays video Next button hidden until media timeline ends
Notes: Vyond video to be developed during development phase w/separate storyboard/script.			

Slide [1.6]/ Menu Title: *Knowledge Check*			Objective: [LO1]
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Background: image of semi-transparent office whiteboard with dry erase markers Each different color from palette: • 3 teardrop drag shapes, each with an effective interview strategies, arranged off the slide	**[Slide Title:] Knowledge Check: Components of Effective Interview Strategies** **[Circle 1:] Effective Interview Strategies** **[Circle 2:] Not Effective Interview Strategies** **[Teardrop 1 (Effective):]** Identify "need to have" v. "nice to have" job skills	[*Narrator:*] It's time for a knowledge check! Which of the following are components of effective interview strategies? Drag and drop the interview strategy to either the Effective circle or Not Effective circle. Select submit to continue. [*Narrator, Teardrop 1 drag item:*] Identify need to have versus nice to have job skills for the role [*Narrator, Teardrop 1 correct feedback:*] That's right! Fully define the role on the front end so that we don't waste our time and the candidate's time.	==16 audio files!== ==Consider reworking this one. No audio on feedback layers?== **Custom drag and drop interaction:** 2 circles wheel in w/8 spokes sync w/vo "Effective circle…" "Not Effective circle" Teardrop shapes with interview strategies float in 1 at a time as

• 3 teardrop drag shapes, each with ineffective interview strategies, arranged off the slide • 2 large drop circles in center of slide, 1 labeled Effective, 1 labeled Not Effective Drag items • Correct states have green checkmark icon before feedback text • Incorrect states have red x icon before feedback text	**[Teardrop 1 (Correct/Incorrect Feedback States):]** Fully define the role to save time **[Teardrop 2 (Effective):]** Practice interviewing with possible variations of answers to questions **[Teardrop 2 (Correct/Incorrect Feedback States):]** Be well-informed on the subject matter to understand alternative possible answers **[Teardrop 3 (Effective):]** Schedule interviews in a timely manner **[Teardrop 3 (Correct/Incorrect Feedback States):]** Prioritize scheduling interviews so you don't miss out on quality candidates **[Teardrop 4 (Not Effective):]** Ask off-the-wall and increasingly difficult questions to make sure candidates know their stuff **[Teardrop 4 (Correct/Incorrect Feedback States):]** Remember the purpose of the interview is to ascertain whether a	[*Narrator, teardrop 1 Incorrect Feedback*:] Not quite! It's better to fully define the role on the front end so that we don't waste our time and the candidate's time. [*Narrator, Teardrop 2 drag item:*] Practice asking interview questions with possible variations of answers to questions [*Narrator, Teardrop 2 correct feedback:*] Well done! Being well-informed of the subject matter helps to understand alternative possible answers that a candidate might give [*Narrator, teardrop 2 Incorrect Feedback*:] Not quite! Being well-informed of the subject matter helps you to understand possible answers that a candidate might give [*Narrator, Teardrop 3 drag item:*] Schedule interviews in a timely manner with candidates. [*Narrator, Teardrop 3 correct feedback:*] That's right! Prioritize scheduling interviews with great candidates so you don't miss out on hiring them. [*Narrator, teardrop 3 Incorrect Feedback*:] Incorrect. Don't wait to schedule great candidates for interviews. Other companies will be competing for those same great candidates. [*Narrator, Teardrop 4 drag item:*] Ask off-the-wall and increasingly difficult questions to make sure candidates know their stuff [*Narrator, Teardrop 4 correct feedback:*] That's correct! Remember the purpose of the interview is to ascertain	user drags and drops each to a circle De-select the "Delay item drop states until interaction is submitted" Teardrops will stack on circles Teardrops have hover states, and Correct and Incorrect states with feedback when user drops on a circle: Change state of teardrop 1 to Correct when user drop on Effective circle; change state of teardrop 1 to Incorrect when user drops on Not Effective circle **(duplicate for Teardrops 2-3)** Change state of teardrop 4 to Correct when user drops on Not Effective circle; change state of teardrop 4 to

	candidate can do the job to our specifications **[Teardrop 5 (Not Effective):]** Use a checklist to narrow down candidates **[Teardrop 5 (Correct/Incorrect Feedback States):]** Don't use a checklist that would eliminate most or all candidates; look for a smart person who can learn **[Teardrop 6 (Not Effective):]** Have the candidate return for multiple interviews to make sure they are the right fit **[Teardrop 6 (Correct/Incorrect Feedback States):]** Have all the decision makers meet the candidate in one interview and make decisions quickly	whether a candidates can do the job to our specifications, not to make them cry or show off our knowledge. [*Narrator, teardrop 4 Incorrect Feedback*:] Nice try. Remember the purpose of the interview is to ascertain whether a candidates can do the job to our specifications, not to make them cry or show off our knowledge. [*Narrator, Teardrop 5 drag item:*] Use a checklist to narrow down candidates [*Narrator, Teardrop 5 correct feedback:*] Well done! Don't use a checklist that would eliminate most or all candidates; look for a smart person who can learn! [*Narrator, teardrop 5 Incorrect Feedback*:] Incorrect. Don't use a checklist that would eliminate most or all candidates; look for a smart person who can learn! [*Narrator, Teardrop 6 drag item:*] Have the candidate return for multiple interviews to make sure they are the right fit [*Narrator, Teardrop 6 correct feedback:*] That's correct! It's better to have all the decision makers meet the candidate in one interview and make decisions quickly. [*Narrator, teardrop 5 Incorrect Feedback*:] Not quite. It's better to have all the decision makers meet the candidate in one interview and make decisions quickly.	Incorrect when user drops on Effective circle **(duplicate for teardrops 5-6)** Sync narrator v/o to each feedback state change

Slide [1.7]/ Menu Title: *Knowledge Check*		Objective: [LO2]	
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**

Background: semi-transparent video plays of 2 people working in office Large circle in color theme on left side of screen contains question 4 smaller circles aligned with rounded rectangles in different color theme on right side of screen contain answer choices	**[Slide Title] Knowledge Check: Explain how to use effective interview strategies.** **[Large circle question:] Which of the following choices explain how to use effective interview strategies? Select all that apply.** **[Small circle 1: (Correct)]** Improvise and go off script to dig deeper to learn more about the candidate **[Small circle 2 (incorrect):]** Give candidates coding tests to see how they work under pressure **[Small circle 3(correct)]** Interview candidates for business acumen plus tech skills **[Small circle 4 (incorrect):]** Ask questions you know that candidates can't answer to show your knowledge	[*Narrator:*] Let's see if you can explain how to use effective interview strategies. Select all that apply. Then select submit.	<mark>**Allow 2 attempts/ add try again**</mark> **Multiple response question:** Video plays when timeline starts on slide. Semi-transparent darker rectangle overlays video Large question circle fades in to sync w/vo Smaller circle/rounded rectangle answer choices circles fade in after audio ends on large question circle (no audio/vo on answer choices)

Slide [1.7a]/ Menu Title: Knowledge check Correct feedback layer *[hidden from menu]*			Objective: [LO2]
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Base layer hidden Feedback text in large circle in center of slide, with green checkmark before text	**[Slide Title] Knowledge Check** That's correct! Learning how to improvise and go off script during an interview helps to dig deeper about a candidate's skills. Asking questions not only about	[*Narrator:*] That's correct! Learning how to improvise and go off script during an interview helps to dig deeper about a candidate's skills. Asking questions not only about technical skills but also intelligence, adeptness, capability, receptiveness,	Large circle with text fades in sync w/vo Next button is hidden until end of timeline

	technical skills but also intelligence, adeptness, capability, receptiveness, versatility, and skill transferability gives you a better overall impression of a candidate.	versatility, and skill transferability gives you a better overall impression of a candidate. Select next to continue.	

Slide [1.7b]/ Menu Title: Knowledge check Incorrect feedback layer *[hidden from menu]*			Objective: [LO2]
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Base layer hidden Feedback text in large circle in center of slide, with red x before text Try again button in small circle on lower left side	**[Slide Title] Knowledge Check** Try again! Learning how to improvise and go off script during an interview helps to dig deeper about a candidate's skills. Asking questions not only about technical skills but also intelligence, adeptness, capability, receptiveness, versatility, and skill transferability gives you a better overall impression of a candidate.	[*Narrator:*] Try again! Learning how to improvise and go off script during an interview helps to dig deeper about a candidate's skills. Asking questions not only about technical skills but also intelligence, adeptness, capability, receptiveness, versatility, and skill transferability gives you a better overall impression of a candidate. Select try again or next to continue.	Large circle with text fades in sync w/vo Next and Try Again buttons are hidden until end of timeline

Slide [1.8]/ Menu Title: *Technical Topics & Interview Questions*			Objective: [LO3]
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Light background theme color Slide title in header bar	**[Slide Title:]Technical Topics and Interview Questions** **[Half circle text:] Engineering Life Cycle Topics & Interview Questions**	[*Narrator:*] When interviewing candidates for technical roles, it's crucial to understand the main technical topics and associated interview	**Base layer for target shape tab interaction:** Next button is hidden until user visits each tab

| Target shape tab interaction:
4 concentric circles in center of slide with half circle (pie shape) overlaying the bottom of the target, each a different theme color and labeled with tab title. Tab title text is curved. | **[Layer 1.8a tab title text:]** Problem Solving & Troubleshooting

[Layer 1.8b tab title text:] Design

[Layer 1.8c tab title text:] Coding

[Layer 1.8d tab title text:] Testing | questions for each role. There are several models used in the engineering life cycle, but each model generally includes some form of problem solving and troubleshooting, design, coding, and testing. Click each tab to learn more about the engineering life cycle topics and examples of interview questions. | Each tab has hover and visited states

Allow user to click on any tab layer when timeline ends on narrator audio

Show layer 1.8a when user clicks layer 1 tab
Show layer 1.8b when user clicks layer 2 tab
Show layer 1.8c when user clicks layer 3 tab
Show layer 1.8d when user clicks layer 4 tab

Jump to slide 1.9 when user clicks next |

Slide [1.8a]/ Menu Title: *[Problem Solving & Troubleshooting layer hidden from menu]*			Objective: [LO3]
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Text box on lower half circle	[Slide Title]Problem Solving & Troubleshooting **[half circle text:]** • Model(s) used to troubleshoot and problem solve • Problem identification and solutions • Decision-making process	[*Narrator:*] Ask candidates questions about which model (s) they use to troubleshoot and problem solve, how they identify problems and solutions, and their decision-making process.	Layer properties: Hide other slide layers Half circle text fades in to sync w/vo

Slide [1.8b]/ Menu Title: *[Design layer hidden from menu]*			Objective: [LO3]
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Text box on lower half circle	[Slide Title] Design **[half circle text:]**	[*Narrator:*] Ask candidates questions about how they work with existing designs, and the process they use when designing new systems.	Layer properties: Hide other slide layers

	• Working with existing designs • Process for designing new systems		Half circle text fades in to sync w/vo

Slide [1.8c]/ Menu Title: *[Coding layer hidden from menu]*			Objective: [LO3]
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Text box on lower half circle	[Slide Title] Coding **[half circle text:]** • Strongest coding languages • Most comfortable with and why	[*Narrator:*] Ask candidates about what coding languages they are strongest at and most comfortable with and why.	Layer properties: Hide other slide layers Half circle text fades in to sync w/vo

Slide [1.8d]/ Menu Title: *[Testing layer hidden from menu]*			Objective: [LO3]
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Text box on lower half circle	[Slide Title] Testing **[half circle text:]** • Testing solutions • Security concerns • Address potential problems	[*Narrator:*] Ask candidates to describe how they would test their solutions, what security concerns that might arise, and how to address potential problems.	Layer properties: Hide other slide layers Half circle text fades in to sync w/vo

Slide [1.9]/ Menu Title: *Knowledge Check*			Objective: [LO3]
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Slide background: solid color theme Slide title in header bar Hiring manager avatar in questioning pose appears on left side of slide	**[Slide Title:] Knowledge Check: Technical Topics and Interview Questions** **[text directions:]** Drag the most appropriate interview questions to the job description circle. Select submit. **[Job description circle:]** • Design, test and develop the software to meet user needs	[*Narrator:*] Check your knowledge! Hank, the hiring manager in the software engineering department, has posted a job opening for a software engineer. You need to collaborate with Hank to determine	**Custom freeform drag and drop interaction:** User drags small circles interview questions to drop on large job description circle Return item to start point if dropped outside any target

| Directions text box aligned below header bar.

Text box with job description in color theme circle (drop target) appears on right side of slide

4 smaller circles, each a different theme color, with interview questions text appear in center of slide, aligned vertically | • Recommend upgrades for existing systems and programs
• Develop separate elements of a software that work well in the program as a whole
• Create various diagrams, flowcharts and models that illustrate the type of code needed for programmers
• Ensure continued functionality of a program during maintenance and testing of software
• Revisit the development process to fix bugs or address client or consumer concerns

[small circle question 1:CORRECT]
What are your most used design patterns and in what contexts do you use them?
[small circle question 2:INCORRECT]
Complete this coding test in the next 20 minutes on the whiteboard.
[small circle question 3:CORRECT]
Describe a difficult bug you were tasked with fixing in a large application. How did you debug the issue?
[small circle question 4:INCORRECT]
How would you survive the zombie apocalypse? | appropriate technical topics and interview questions for the role. Drag the questions which are most appropriate to the job description circle. Then, click submit. | Stack random drop items

Delay item drop states until user clicks submit |

Slide [1.9a]/ Menu Title: *Knowledge check correct feedback layer* hidden from menu		Objective: [LO3]	
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Large circle in theme color covers base layer circles Green checkmark	**[Slide Title:] Knowledge Check** **[correct feedback:]** That's correct! Interview questions 1 and 3 are most relevant to the job description.	[*Narrator:*] That's correct! Select continue.	Hide base layer objects: small circles Hide layer when user clicks continue Jump to slide 1.10 when user clicks continue

Text box with correct feedback			

Slide [1.9b]/ Menu Title: *Knowledge check incorrect feedback layer hidden from menu*			Objective: [LO3]
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Large circle in theme color covers base layer circles Red x-mark within circle Text box with incorrect feedback within circle	**[Slide Title:] Knowledge Check** **[incorrect feedback:]** Not quite! Coding tests under time pressure and asking off-the-wall questions that are not relevant to the job are not the best way to evaluate candidates.	[*Narrator:*] Not quite! Coding tests under time pressure and asking off-the-wall questions that are not relevant to the job are not the best way to evaluate candidates.	Hide base layer objects: small circles Hide layer when user clicks continue Jump to slide 1.10 when user clicks continue

Slide [1.10]/ Menu Title: *Interview Scenario*			Objective: [LO4]
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Image of computer monitor takes up slide, facing user Slide title in header bar Directions text box is centered below header Candidate avatar upper body/head, nervously smiling, is centered on computer screen, with rounded caption in color theme from left side of head Interviewer text box appears at bottom center of slide	**[Slide Title:] Interview Scenario** **[directions text:]** Select the best response to continue. **[interviewer text:]** Welcome! How are you today? **[candidate caption:]** Pretty good, thanks. **[interviewer text:]** Great, let's get started then. For this position, we're looking for someone with full-stack developer experience. Can you explain the software development life cycle?	[*Narrator:*] Now that you've learned more about interviewing skills and technical questions, let's explore a virtual job interview scenario with a candidate and you as the interviewer. Select the best response to the situation, from the interviewer's perspective. [*Interviewer:*] Welcome! How are you today? [*Candidate:*] Pretty good, thanks. [*Interviewer:*] Great, let's get started then. For this position,	**Branching scenario: this is the base slide for a branching scenario to slides 1.11 and 1.12** Next button hidden Candidate caption text is synced to fade in/out w/vo Interviewer text sync to fade in/out w/vo Circles 1 &2 float up from bottom when audio ends on narrator "select the best response to continue" Circles have hover/selected states; Change state of circle 1 to visited

2 circles in color theme with text appear on left and right bottom of slide with selection choices	**[candidate caption:]** The software development stages includes planning, design, building, testing, and deployment. **[circle 1:]** Good, can you tell me some of the models you have used? **[circle 2:]** Moving on. Do you have experience with C++?	we're looking for someone with full-stack developer experience. **Can you explain the software development life cycle?** *[Candidate:]* The software development stages includes planning, design, building, testing, and deployment. *[Narrator:]* Select the best response to continue.	when user clicks circle 1; Change state of circle 2 to visited when user clicks circle 2 Jump to slide 1.11 when user clicks circle 1 Jump to slide 1.12 when user clicks circle 2 Resume saved state when user revisits slide
Notes: Branching scenario: this is the base slide for a branching scenario to slides 1.11 and 1.12			

Slide [1.11]/ Menu Title: *[Interview scenario hidden from menu]*			Objective: [LO4]
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same background as 1.10 Same candidate avatar in thoughtful pose, rounded caption same location as 1.10 Same 2 circles as slide 1.10, different text	**[Slide Title:] Interview Scenario** **[Directions text:]** Select the best response to continue. **[candidate caption:]** I've used waterfall and Agile models in my previous jobs. **[circle 1:]** Oh, we use agile here. What has your experience been like as part of an Agile software development process? **[circle 2:]** Oh, I'll have to ask the hiring manager if they use Agile. Next question.	*[Candidate:]* I've used waterfall and agile models in my previous jobs. *[Narrator:]* Select the best response to continue the interview.	Slide transition: clock Show layer 1.11a when user clicks circle 1 Show layer 1.11b when user clicks circle 2 Next button hidden **Allow 2 attempts/ add try again**

Slide [1.11a]/ Menu Title: *[Interview scenario feedback layer 1 hidden from menu]*	Objective: [LO4]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Same background as base layer, hide circles

Candidate in smiling pose

Thumbs up icon in theme color green appears on right side of screen

Directions feedback textbox at bottom of screen | **[Slide Title:] Interview Scenario**

[Directions/feedback text:] Way to dig deeper with follow-up questions! It shows that you prepared relevant topics and questions with the hiring manager before interviewing.

Select next to continue. | [*Narrator:*] Good choice! This response digs deeper into the candidate's Agile experience. It shows that you discussed the relevant technical topics and interview questions with the hiring manager before the interview. Select next to continue. | Thumbs up icon flies in from right when narrator vo begins

Jump to slide 1.13 when user clicks next |

Slide [1.11b]/ Menu Title: *[interview scenario feedback layer 2 hidden from menu]*		Objective: [LO4]	
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same background as base layer, hide circles

Candidate in confused pose

Thumbs down icon in theme color red/orange appears on right side of screen

Directions feedback textbox at bottom of screen
Retry circle button on lower left side | **[Slide Title:] Interview Scenario**

[Directions/feedback text:] Dig deeper with follow up questions. Prepare relevant topics and questions with hiring manager before interviews.

Click retry or next to continue. | [*Narrator:*] Not the best choice. This response doesn't dig deeper on the candidate's Agile experience. It also makes a bad impression of the company when you appear unprepared for the interview. Be sure to discuss the relevant technical topics and interview questions with the hiring manager before the interview.
Select Retry to revisit the scenario again or next to continue. | Thumbs down icon flies in from right when narrator vo begins

Retry button fades in when narrator v/o begins "Select Retry"

Next button appears when audio timeline ends on slide
Jump to slide 1.11 when user clicks Retry button

Jump to slide 1.13 when user clicks next |

Slide [1.12]/ Menu Title: *[Interview scenario hidden from menu]*	Objective: [LO4]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Same background as 1.10 Same candidate avatar in thoughtful pose, rounded caption same location as 1.10 Same 2 circles as slide 1.10, different text Directions textbox at bottom of screen	[Slide Title:] Interview Scenario [Directions text:] Select the best response to continue. [candidate caption:] Yes. [circle 1:] How about Java? Python? Perl? Node? React? [circle 2:] What other programming languages are you familiar with?	[*Candidate:*] Yes. [*Narrator:*] Select the best response to continue the interview.	Slide transition: clock Next button hidden Show layer 1.12a when user clicks circle 1 Show layer 1.12b when user clicks circle 2 **Allow 2 attempts/ add try again**

Slide [1.12a]/ Menu Title: *[Interview scenario feedback layer 1 hidden from menu]*		Objective: [LO4]	
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same background as base layer, hide circles Candidate in confused pose Thumbs down icon in theme color red/orange appears on right side of screen Directions feedback textbox at bottom of screen Retry circle button on lower left side	[Slide Title:] Interview Scenario [Directions/feedback text:] Don't use a checklist. If they know a higher level skill, then they know the lower level skills. Click retry or next to continue.	[*Narrator:*] Not the best choice. Don't use a checklist to drill a candidate. If the candidate is familiar with scripting in Python or Perl, then they are probably capable of picking up other programming languages to be a full-stack developer.	Thumbs down icon flies in from right when narrator vo begins Retry button fades in when narrator v/o begins "Select Retry" Next button appears when audio timeline ends on slide Jump to slide 1.11 when user clicks Retry button Jump to slide 1.13 when user clicks next

Slide [1.12b]/ Menu Title: *[interview scenario feedback layer 2 hidden from menu]*			Objective: [LO4]
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same background as base layer, hide circles Candidate in speaking pose with rounded caption Thumbs up icon in theme color green appears on right side of screen	**[Slide Title:] Interview Scenario** **[candidate caption:]** I'm familiar with JavaScript frameworks like React and Node, and I've been learning Python.	*[Candidate:]* I'm familiar with JavaScript frameworks like React and Node, and I've been learning Python. *[Narrator:]* Good choice! Asking an open ended question gives more information to you to evaluate the candidate's skills. If the candidate is familiar with scripting in Python or Perl, then they are probably capable of picking up other programming languages to be a full-stack developer. Select next to continue.	Candidate caption text is synced to fade in/out w/vo Thumbs up icon flies in from right when narrator vo begins Next button appears at end of timeline Jump to slide 1.13 when user clicks next

Slide [1.13]/ Menu Title: *Summary and Assessment*			Objective: [#]
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same Whiteboard image from slide 1.6 (PowerPoint 3D morph) small, centered at an angle on wall of office background Summary title on header bar Directions text on lower left corner circle 4 circles in different theme colors, each with a learning objective text, arranged in staggered order from upper	**[Slide Title:] Summary and Assessment** **[LO1:]** Identify the components of effective interview strategies. **[LO2:]** Explain how to use effective interview strategies. **[LO3:]** Determine appropriate technical topics and interview questions for job interviews. **[LO4:]** Practice using deep technical interview questions.	*[Narrator:]* Here's a review of what you've learned in this training before you take a short quiz. You've learned how to identify the components of effective interview strategies; how to use effective interview strategies; how to determine appropriate technical topics and interview questions for job interviews; and practiced using deep technical interview questions in a scenario.	Begin Quiz button fades in when timeline ends on slide 3D morph transition in PowerPoint: White board image, small, centered slide, morph to large taking up slide, appears to be zooming in from side of wall to taking up entire screen, covering up background image Learning objective and directions circles fade in to sync w/ vo Jump to slide 1.14 when user clicks Begin Quiz

left side to lower right side of white board	[directions text circle:] Answer 5 questions on the quiz. You must earn 80% to pass. Select Begin Quiz.	You'll answer 5 questions. You must earn 80% to pass. Select Begin Quiz when you're ready.	
Round Begin Quiz button on right corner			

Slide [1.14]/ Menu Title: *[Quiz Question 1 hidden from menu]*			Objective: [LO1]
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Neutral light background color from theme (does not use template) Slide title in header bar Question text box in contrasting theme color Answer choices aligned vertically below question	**[Slide Title:] Question 1: Multiple Response** **[Question text:]** Which of the following are components of effective interview strategies. Select all that apply, then click Submit. [Answer choice 1: **INCORRECT**] Ask progressively difficult questions to see if you can trip up the candidate. [Answer choice 2: **CORRECT**] Practice interviewing to improvise to dig deeper into a candidate's qualifications. [Answer choice 3: **INCORRECT**] Ask candidates about hobbies and their favorite sports teams to learn more about their personality. [Answer choice 4: **CORRECT**] Schedule interviews and communicate with candidates in a timely manner to not lose quality candidates. [Answer choice 5: **INCORRECT**] Use a checklist to narrow down candidates.	[*Insert Script Text*] no v/o	Graded Multiple Response quiz question Score by question with 1 attempt for each quiz question as the learner progresses through the quiz. They will be able to Retake the entire quiz at the end if they do not pass When learner clicks Submit, submit multiple response and advance to next slide. The learner should not get immediate feedback with Correct or Incorrect feedback layers. They should answer all of the questions sequentially FIRST in the graded assessment, then receive their score on the Results page.

			If they do not pass, they can come back and review the quiz.
	[Answer choice 6: **CORRECT**] Fully define skills and role of ideal candidate.		
	[Answer choice 7: **CORRECT**] Pick the right questions to eliminate a lot of others, which saves you and the candidate time.		

Notes: All 5 assessment question slides should have the same layout and formatting.

Slide [1.14a]/ Menu Title: *[Quiz Question 1 review layer hidden from menu]*			Objective: [LO1]
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Base layer with correct answers selected is visible	**[Slide Title:] Review**	[*Insert Script Text*] no v/o	Learner can click Next to advance through the review feedback.

Notes: same layout for all review layers

Slide [1.15]/ Menu Title: *[Quiz Question 2 hidden from menu]*			Objective: [LO2]
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same layout/formatting as slide 1.14	**[Slide Title:] Question 2: Multiple Choice** **[Question text:]** Select the statement that best explains how to use effective interview strategies. Then click submit. **[answer choice 1 (CORRECT):]** Clarify with the hiring manager which skills are absolutely required, and which ones are nice to have. **[answer choice 2 (INCORRECT):]** The purpose of the interview is for your interviewers to feel smart about themselves and to make the candidate cry.	[*Insert Script Text*] no v/o	**Graded Multiple Choice Question** Shuffle answers

	[answer choice 3 (INCORRECT):] Have all the decision makers interview the candidates separately to form their own opinions. [answer choice 4 (INCORRECT):] Give candidates personality tests and coding tests.		

Slide [1.15a]/ Menu Title: *[Quiz Question 2 review layer hidden from menu]*			Objective: [LO2]
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same as 1.14a Base layer with correct answers selected is visible	**[Slide Title:]** Review	[*Insert Script Text*]no v/o	Learner can click Next to advance through the review feedback.

Slide [1.16]/ Menu Title: *[Quiz Question 3 hidden from menu]*			Objective: [LO3]
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same as 1.14	**[Slide Title:] Question 3: Multiple Choice** **[question:]** Which of the following interview topics and questions would be most appropriate in a technical interview? **[answer 1: CORRECT]** When is it appropriate to denormalize database design? **[answer 2: INCORRECT]** Would you be comfortable working on an all-male team? **[answer 3: INCORRECT]** Can you rewrite this code problem on the whiteboard in the next 10 minutes? **[answer 4: INCORRECT]** If you had a warning label, what would it say?	[*Insert Script Text*] no v/o	**Graded Multiple Choice Question** Shuffle answers

Slide [1.16a]/ Menu Title: *[Quiz Question 3 review layer hidden from menu]*			Objective: [LO3]	
Visual / Display:		**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same as 1.14a Base layer with correct answers selected is visible		**[Slide Title:] Review**	*[Insert Script Text]* no v/o	Learner can click Next to advance through the review feedback.

Slide [1.17]/ Menu Title: *[Quiz Question 4 hidden from menu]*		Objective: [LO4]	
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same as 1.14	**[Slide Title:] Question 4:** **Multiple Choice** **[question:]** You're interviewing a .NET/C# developer. You have narrowed down the topics to OO Concepts, Design Patterns, .NET Framework, C#, ASP.NET MVC, SQL Server, Entity Framework, ADO.NET, WCF, Web API, with the hiring manager. Which question would you need to ask to be confident that the candidate knows it? Select the best answer. **[answer choice 1 CORRECT:]** What is the purpose of a Left Outer Join in a SQL server? (Because if they are familiar with left outer join, they should also know about inner joins, which saves time.) **[answer choice 2 INCORRECT:]** I see your resume says you were in the Marines. Were you in Iraq? (to learn more about them personally) **[answer choice 3 INCORRECT:]** Write a program that prints "Hello World" in any language. You have five minutes to find 15 errors in the code. (coding test) **[answer choice 4 INCORRECT:]** Arrange 6 equal length sticks to make exactly 4 identical perfect triangles. (brain teaser to assess problem solving skills)	*No v/o*	**Graded Multiple Choice Question** Shuffle answers

Slide [1.17a]/ Menu Title: *[Quiz Question 4 review layer hidden from menu]*			Objective: [LO4]
Visual / Display:		**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**

Same as 1.14a Base layer with correct answers selected is visible	**[Slide Title:]** Review	*[Insert Script Text]* no v/o	Learner can click Next to advance through the review feedback.

Slide [1.18]/ Menu Title: *[Quiz Question 5 hidden from menu]*		Objective: [LO1]	
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same as 1.14	**[Slide Title:] Question 5: Multiple Response** **[question:]** What is the purpose of interviews? **[Answer choice 1: CORRECT]** to ascertain a candidate's potential fit, competency, motivation, abilities, skills, and knowledge for a particular job **[answer choice 2: INCORRECT]** To make the interviewer feel smart with impossible to answer questions **[answer choice 3: INCORRECT]** To wear down candidates with increasingly difficult questions **[answer choice 4: CORRECT]** To make a good first impression to attract quality candidates	*[Insert Script Text]* no v/o	**Graded Multiple Response Question**

Slide [1.18a]/ Menu Title: *[Quiz Question 5 review layer hidden from menu]*		Objective: [LO1]	
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same as 1.14a Base layer with correct answers selected is visible	**[Slide Title:]** Review	*[Insert Script Text]* no v/o	Learner can click Next to advance through the review feedback.

Slide [1.19]/ Menu Title: *[Assessment Results hidden from menu]*			Objective: [n/a]
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Background in neutral color theme	**[Slide Title:] Results** Your Score: **XX**% Passing Score: **YY**%	*[Insert Script Text]* no v/o	Results slide shows Success layer 1.19a when timeline starts if results are equal to or greater than passing score Show Failure layer 1.19b when timeline starts if results are less than passing score Base layer will be visible (show through) from Success or Failure slide layers Results variable reference shows the percent score only. Do not show the points variable reference. Built in graded quiz variable reference displays learner score where **XX** appears on slide 80% to pass shown where **YY** appears on slide

Slide [1.19a]/ Menu Title: *[Results Success layer hidden from menu]*			Objective: [n/a]
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Background in neutral color theme Semi-transparent Contrasting color theme circle with success text in center of slide Round Continue button in contrasting color, lower right side Round Review button in different theme color, lower left side	**[Slide Title:] Results** **[success text:]** **Congratulations, you passed! Select Review to review your answers, or select Continue.**	*[Narrator]* Congratulations! You passed the quiz! Select Review to review your answers, or select continue.	Review button shows correct/incorrect response when reviewing Continue button: jumps to Slide 1.20

Slide [1.19b]/ Menu Title: *[Results Failure layer hidden from menu]*			Objective: [n/a]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background in neutral color theme

Semi-transparent contrasting color theme circle with failure text in center of slide

Round Retake Quiz button in contrasting color, lower right side

Round Review button in different theme color, lower left side | [Slide Title:] Results

[failure text:] You did not pass.

[button:] Retake Quiz

[button:] Review Quiz | [*Narrator:*] Sorry, you did not pass the quiz. Select the Review button to review your answers, or select retake quiz button when you are ready to take the quiz again. | Reset results slide and jump to slide 1.14 when user clicks Retake button

Shows correct/incorrect response when reviewing when user clicks Review button |

Slide [1.20]/ Menu Title: *Course Completion: Congratulations!]*			Objective: [n/a]
Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Background: tech circles video plays

Semi-transparent circle in contrasting theme color contains congratulations text

Exit Course circle button on lower right side of slide | [Slide Title:] Congratulations!

[circle text:] Congratulations on completing the course!

[button:] Exit Course | [*Narrator:*] Congratulations on completing the course! Now you can apply the knowledge skills that you've learned to interview and hire quality candidates for Techs-R-Us! Click Exit course to close the module and register your course completion. | Congratulations text grows in on center of slide when timeline starts on slide

Exit course when user clicks exit course |