



Today's new normal has been our business model since 2010

According to Harvard Business Review and crisis management experts, transparency and reliability are paramount, particularly in times of uncertainty. These principles notably apply to candidate communication—it is essential to be upfront with all parties to ensure the best outcomes.

Companies are now speaking to long-term shifts, particularly where budgets, planning, and headcount goals still need to move along.

Trust The Sourcery to Guide you Forward

Since 2010, The Sourcery has been implementing today's new normal, helping clients build distributed teams and scale remotely. As a Tier 1 service provider trusted by VC's, Entrepreneurs, and Fortune 75 companies, our team has decades of hiring success exceeding clients' speed-to-market strategies.

If you're looking to hire quality talent fast, let us help you and your company meet the demands of today.



Best Practices for Video Interviewing

The Sourcery works with several distributed companies that never require in-person meetings when hiring. Video interviews can be recorded and stored for team evaluation, removing any subjectivity.

OPTIMIZING THE INTERVIEW: Determine the processes when making the hiring decision. For example, you might have an engineer show off code or have a creative walk through their design file.

CULTURE AND BEHAVIOR: Inquire about values, what candidates look for in a company, and how they interact cross-departmentally.

Do...



Look for enthusiasm & solid content from answers. Make the time valuable.



Eliminate ambient noise by using headphones.



Get creative and make the interaction lively. Have fun!

Don't...



Get distracted by lighting, connectivity, or other technical problems.



Distract with notifications from other apps—turn on silent.



Ask EEOC-protected class questions (age, sex, residence, race, etc).

Video Interviewing Best Practices



TECHNOLOGIES

Communicate expectations (platform, etc)



QUESTIONS

Inquire for recall of real experiences



INTERVIEWING TEAM

63% better hiring with three team members



PREPARATION

Environment and good questions



TIMEZONES

Pay attention to time differences



ACTIVE LISTENING

93% of communication is non-verbal



BRANDING

Candidate experience and building your brand



LOOK INTO THE CAMERA

Maintain eye contact when speaking

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Sources: Nolo, Harvard Business Review, Fast Company, Spark Hire, TechRadar, Unsplash