

How to ACE your remote video Interview



Follow these guidelines to make a good impression.

By Mary E. Fortier, EdD, RN, CNL

In many ways, remote video interviews, using programs like Skype, are no different than interviewing in person. You want to be prepared, present yourself professionally, and follow up appropriately. However, when interviewing remotely, the first 5 to 10 minutes may be the most influential for the recruiter or search committee conducting the interview. To help ensure you project your best self, remember the acronym ACE—**A**nticipate, **C**lear, confident communications, and **E**valuation.

Anticipate

In anticipation of the remote interview, take steps to ensure you're thoroughly prepared.

Research

- What are the company's mission and goals? How will your values align with your potential employer's, and how will your abilities assist in achieving those goals?
- What does the position require? Know the job description and be prepared to match your knowledge and qualifications to those requirements.

Appearance and environment

- Dress as you would for an in-person interview, but wear solid, neutral colors that won't be distracting. A spot of color (for example a colored blouse under a solid suit or a colored tie) is fine, but avoid geometric patterns and bright colors.
- Don't accessorize with large earrings or bold ties, and remove facial piercings. The focus is you and your talents, not what you're wearing.
- Create a warm, uncluttered, and quiet background for your interview.
- Silence your cell phone; turn it off if possible.
- If you're interviewing from home, choose a room with a door you can close to reduce noise. Tell all members of the household when you're interviewing and that you can't be interrupted.

Practice and preparation

- Have a copy of your résumé, your research notes, and a notepad handy.
- Ensure that your internet connection is reliable.
- Practice for your interview.

Clear, confident communications

All job interviews, whether they're in person or remote, are about clear, confident verbal and nonverbal communication, which includes your posture, attire, and listening skills.

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where I worked, I spent most of my days off with someone from my unit. But I've also worked on units where I never saw another staff member outside the facility.

Although being outgoing in the workplace is a key trait of the travel nurse, being an extrovert in your life outside the hospital is important, too. What fun would travel nursing be without the adventures you experience outside of work? Life on the road can be lonely without support or interaction with others on your days off. Many of my experiences as a traveler were solo pursuits or instances where I joined a group of strangers. But if you extend yourself even a little, many groups will welcome you, especially if you share a common bond from the beginning. For example, I often had great times meeting new people when joining groups on scuba diving outings.

Travel beyond the United States

If you really want to mix things up, travel nursing can even provide access to destinations outside the United States. Today, travel nursing positions pop up in places like the United Kingdom, Australia, China, Ireland, and New

Zealand. Language may be a barrier in some destinations, and you'll need to obtain a nursing license to practice overseas. The process for obtaining a license may differ for each country, but a language test and possibly a knowledge exam (similar to the U.S. NCLEX exam) also may be required. Some international travel nurse agencies will guide you through the steps for getting a license.

Take advantage of the opportunities

It does take a certain type of individual to be a travel nurse. However, for those feeling locked into their current positions or who seek new challenges, the change of venue can keep nursing an exciting and refreshing career choice. My travel experiences have helped me to adopt the best practices of each facility where I've worked, diversify my practice, and deliver the best care possible while providing wonderful opportunities I wouldn't otherwise have had. ★

David Morrison is the author of *The Travel Nurse's Bible (A Guide to Everything on Travel Nursing)*. He answers questions about traveling in his column "Ask a Travel Nurse" at travelnursingblogs.com/ask-a-travel-nurse and can be reached at david@travelnursesible.com.

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- Sit comfortably and wear professional attire.
- Make sure your surroundings reflect a professional environment, not a college dorm room.
- Look at the webcam so that it appears you're looking into the interviewer's eyes.
- Speak slowly, clearly, and with purpose.
- Listen actively and don't interrupt the interviewer. If necessary, jot down your thoughts on a notepad until it's your turn to speak.
- Use nonverbal active listening cues, such as smiling and nodding to convey you're engaged in what the interviewer is saying.
- Be prepared with a list of questions, along with your qualifications and examples of your work and professional experience specific to the position.

Evaluation

Do a practice video interview with a friend or colleague and record it. When you review the recording, answer these two questions honestly:

- How will the recruiter or search committee perceive me? Critique your appearance,

surroundings, eye contact, voice level, and listening skills.

- Is this the image I want to project? You want to appear professional, engaged, and confident.

ACE it!

After the interview, write a short email to the recruiter or the search committee, thanking them for their time. Include some of the topics addressed during your interview, the ways in which you would be an asset to the organization, and that you look forward to being a productive member of their team. With preparation, good communication skills, and honest evaluation of your interview performance, you'll ACE that remote interview! ★

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