

● Recright

Candidate Survey 2023

**What do candidates
think of video
interviews?**

An insight from 34,000 candidates



Video interviews are on the rise

Four out of five World's Most Attractive Employers (Universum) embrace video interviews or recognize their effectiveness. As remote and hybrid work arrangements continue to shape the modern workplace, a growing number of companies are adopting video interviews to find the best talent.

Video interviews are gaining popularity for good reasons. They provide a convenient and efficient way for companies to get to know their candidates, saving time and strengthening their employer brand.

While companies have already realized the value of video interviews, what's the candidates' perspective on this method?



About the survey

We've conducted an ongoing survey since 2015, asking candidates for feedback and opinions on video interviews. In this ebook, we summarized all the survey responses we received in 2022.

The survey respondents were candidates who completed their pre-recorded video interviews using the Recright video interviewing platform.

A pre-recorded video interview is an interview format where the hiring team prepares and records video questions for candidates to respond to with video answers at their convenience.

Enjoy!



Survey timeline

Jan 2022 - Dec 2022



34,166 candidates

took the survey

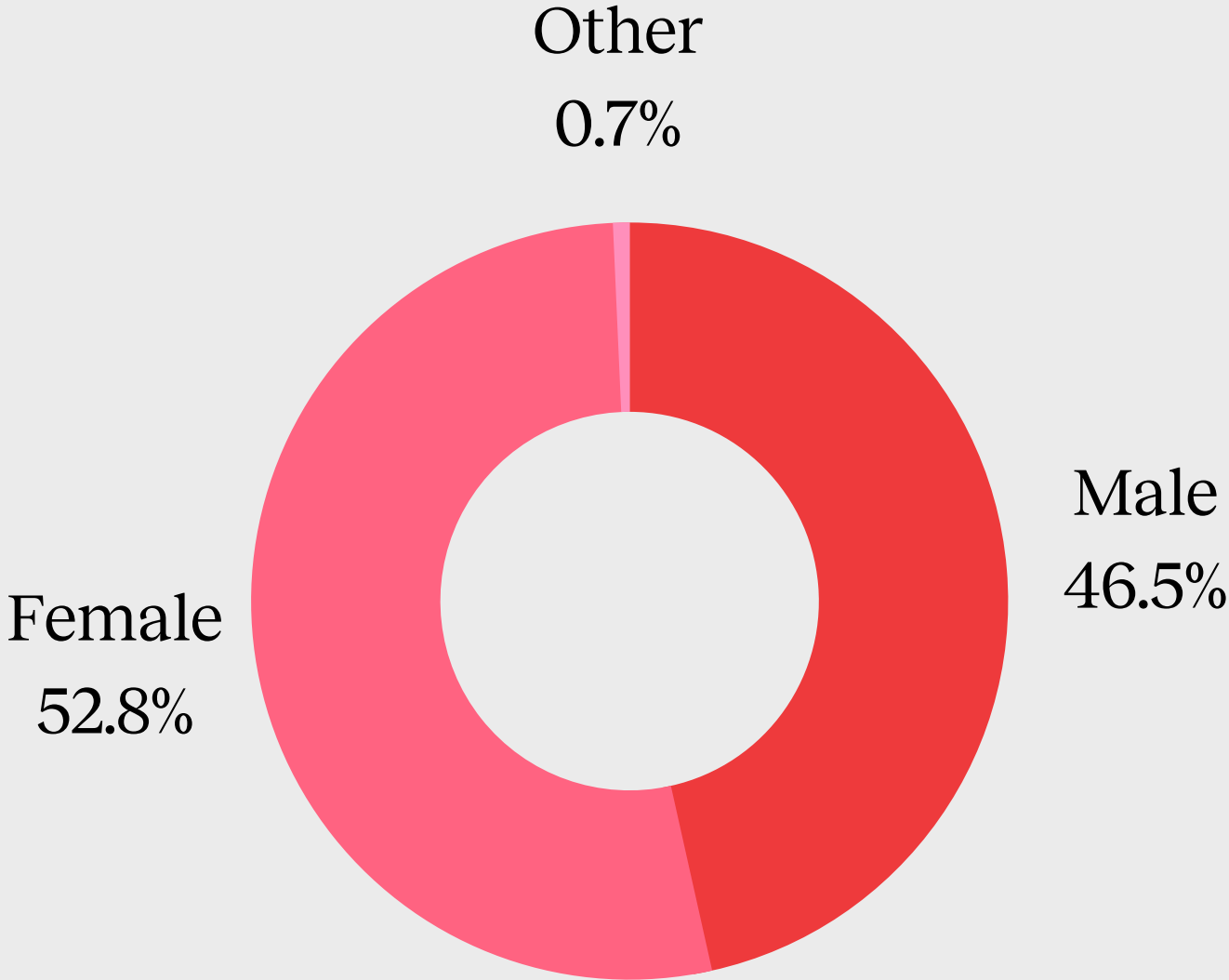


Conducted worldwide

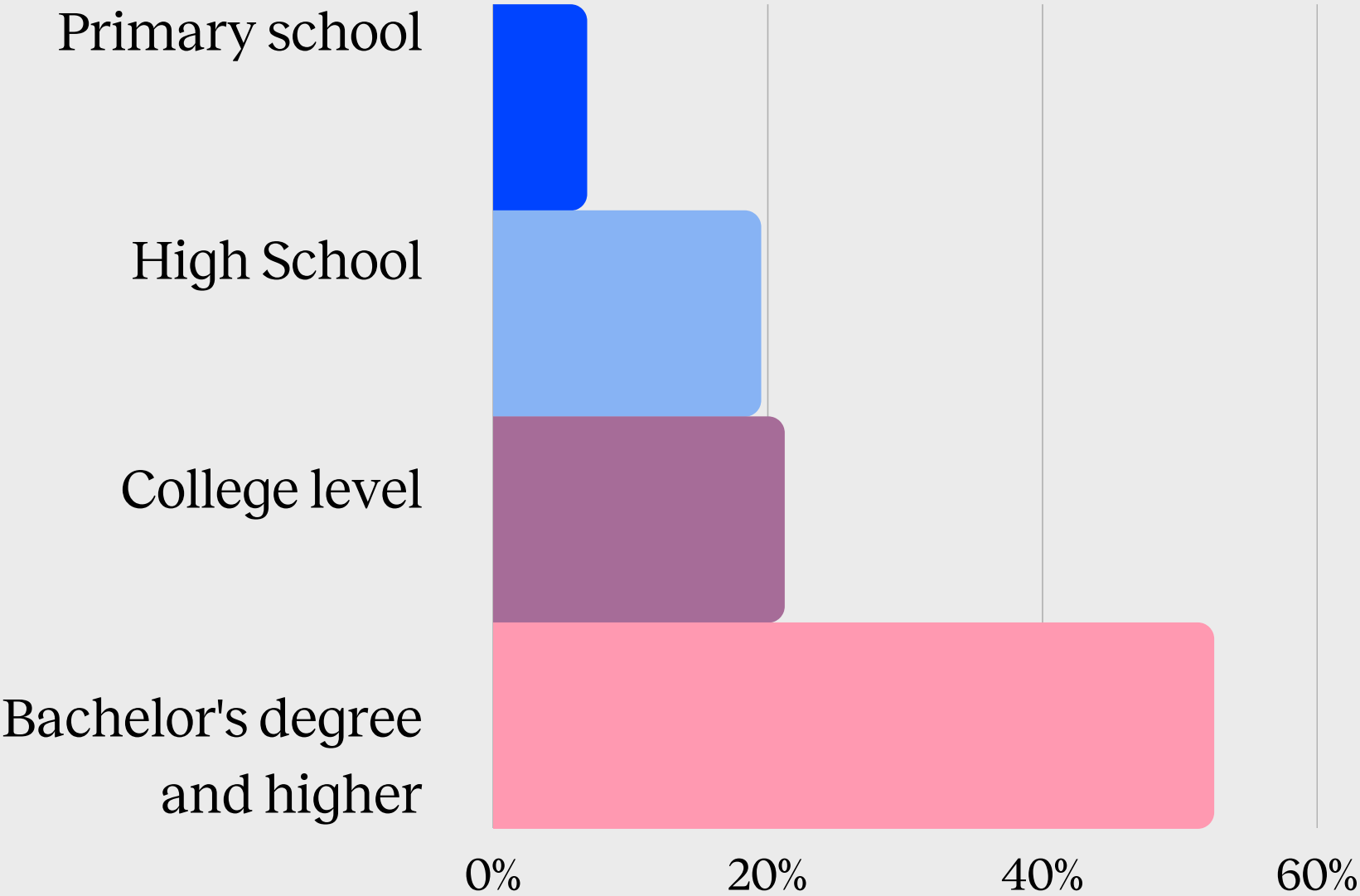
In English and Finnish

Who took the survey

Gender

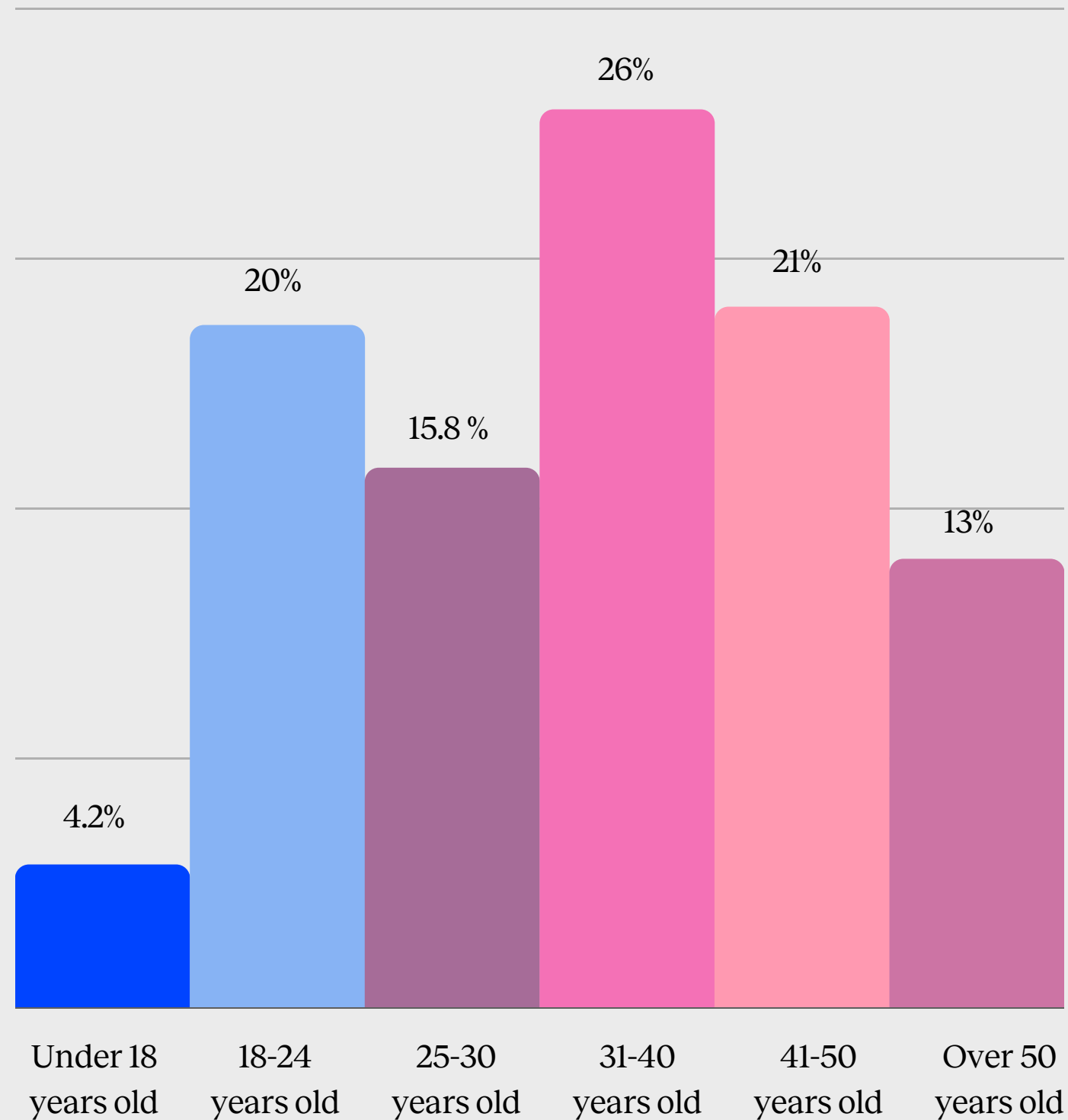


Education



Who took the survey

Age



Contrary to what many people believe, older candidates are just as enthusiastic about responding to video interviews as their younger counterparts.

34% of candidates that replied to video interviews are over 40 years old, and over 10% are over 50, according to the survey

Satisfaction

How satisfied are you with video interviewing as a recruitment method?

About
4/5

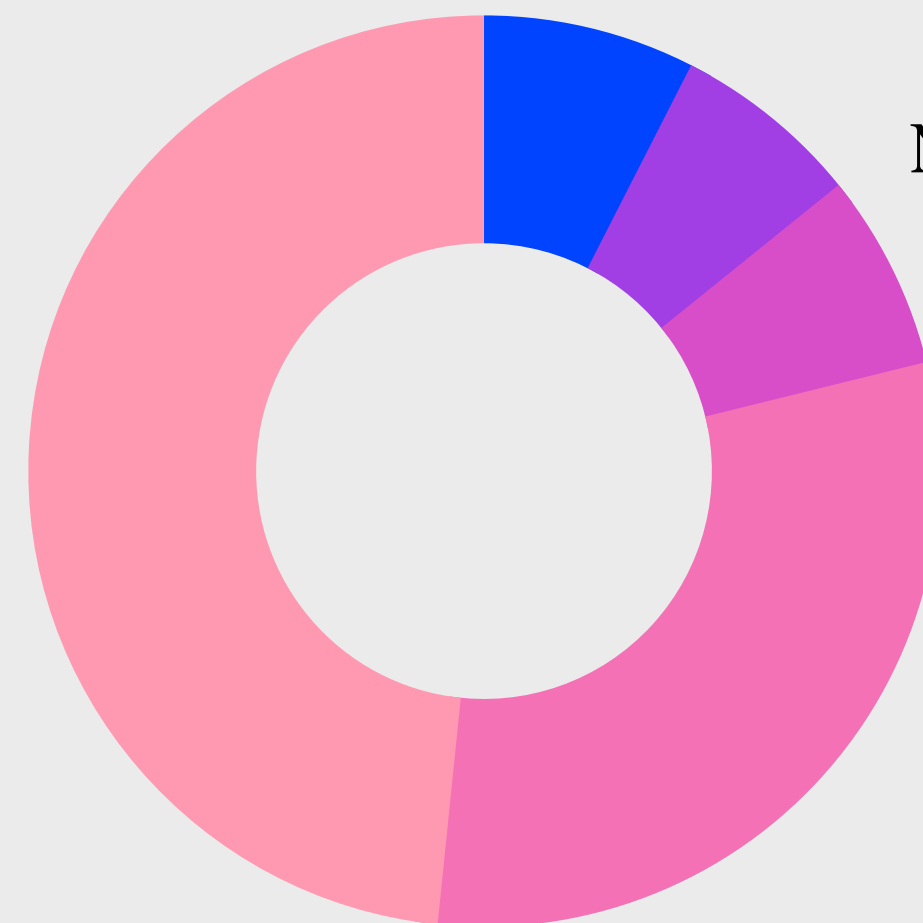
candidates are somewhat or very satisfied with video interviews as a method.

Very satisfied
48.4%

Very dissatisfied
7.5%

Neutral
7%

Somewhat satisfied
30.5%



Comments from candidates



This format makes logistics easier and gives a candidate and the interview panel flexibility in that they can record and view answers at any time convenient.



I recommend it. It makes you feel more comfortable, makes you talk more about yourself, education and work experience, and gives you the time to be yourself without any stress.



I recommend video interviews from the candidate's perspective because it's a modern way to do interviews and be more productive during the day.

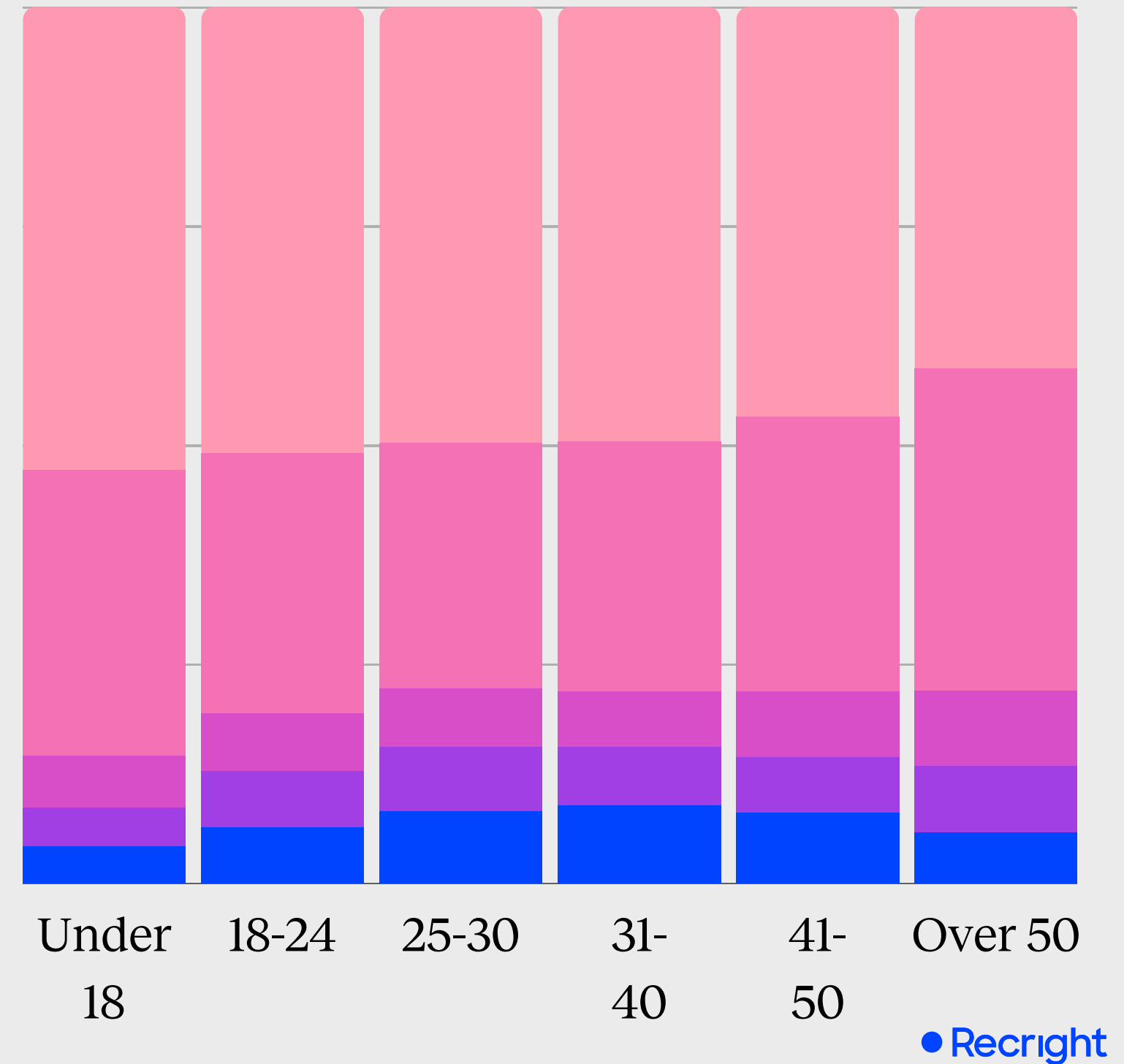
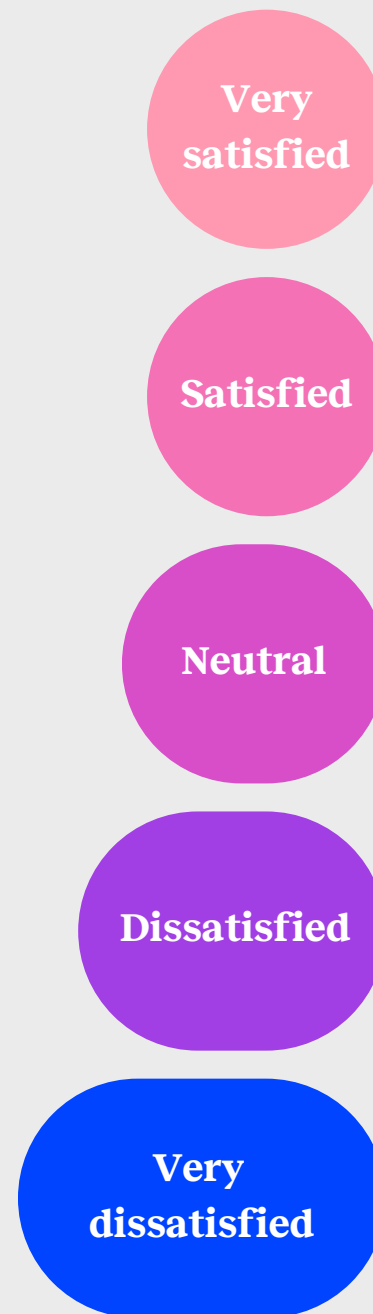


Satisfaction

How do different age groups feel about video interviewing as a method?

People across all age groups are satisfied with video interviews,

with 85.5% of candidates under 18 and 78% of candidates over 50 being satisfied with video interviews as a method.



How do candidates of different age groups feel about video interviews?

- “ **I feel like it's a nice way to show your personality and language skills.**
— A candidate aged 31-40
- “ **Gives you an opportunity to elaborate your views on why you want to work there and get a better understanding of the company.**
— A candidate under 18
- “ **It gives confidence to the applicant and an opportunity to the recruiting managers to see and hear the applicant.**
— A candidate over 50



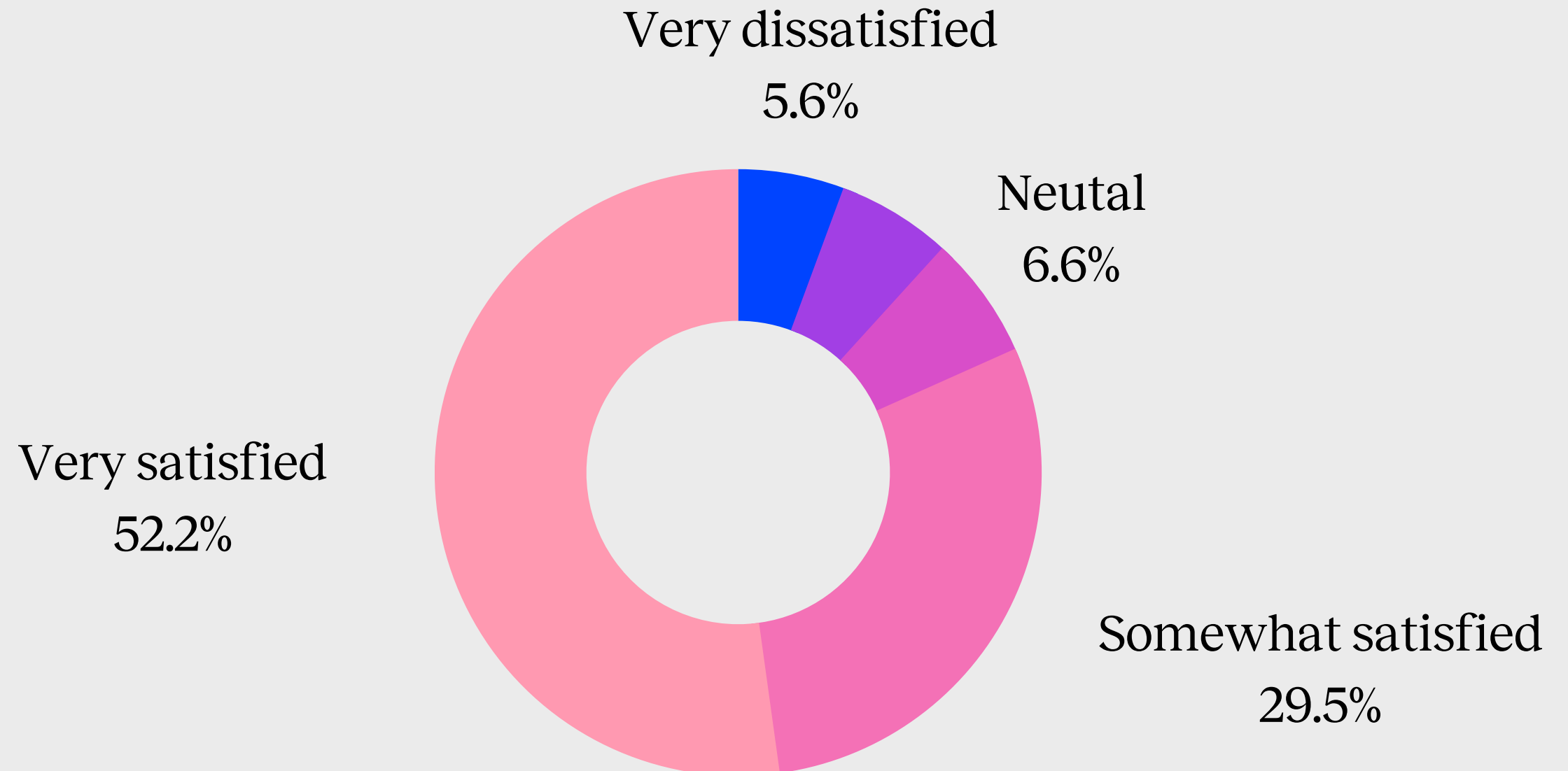
81.7%

of candidates
are somewhat or very
satisfied with Recright's
video interviewing
platform.

[Learn more about Recright](#)

Satisfaction with Recright

How would you describe your experience
with the video interviewing tool?



What do candidates say about Recright?



“

Great. The platform is easy to use and has no technical hitches that characterize many online recording platforms.

“

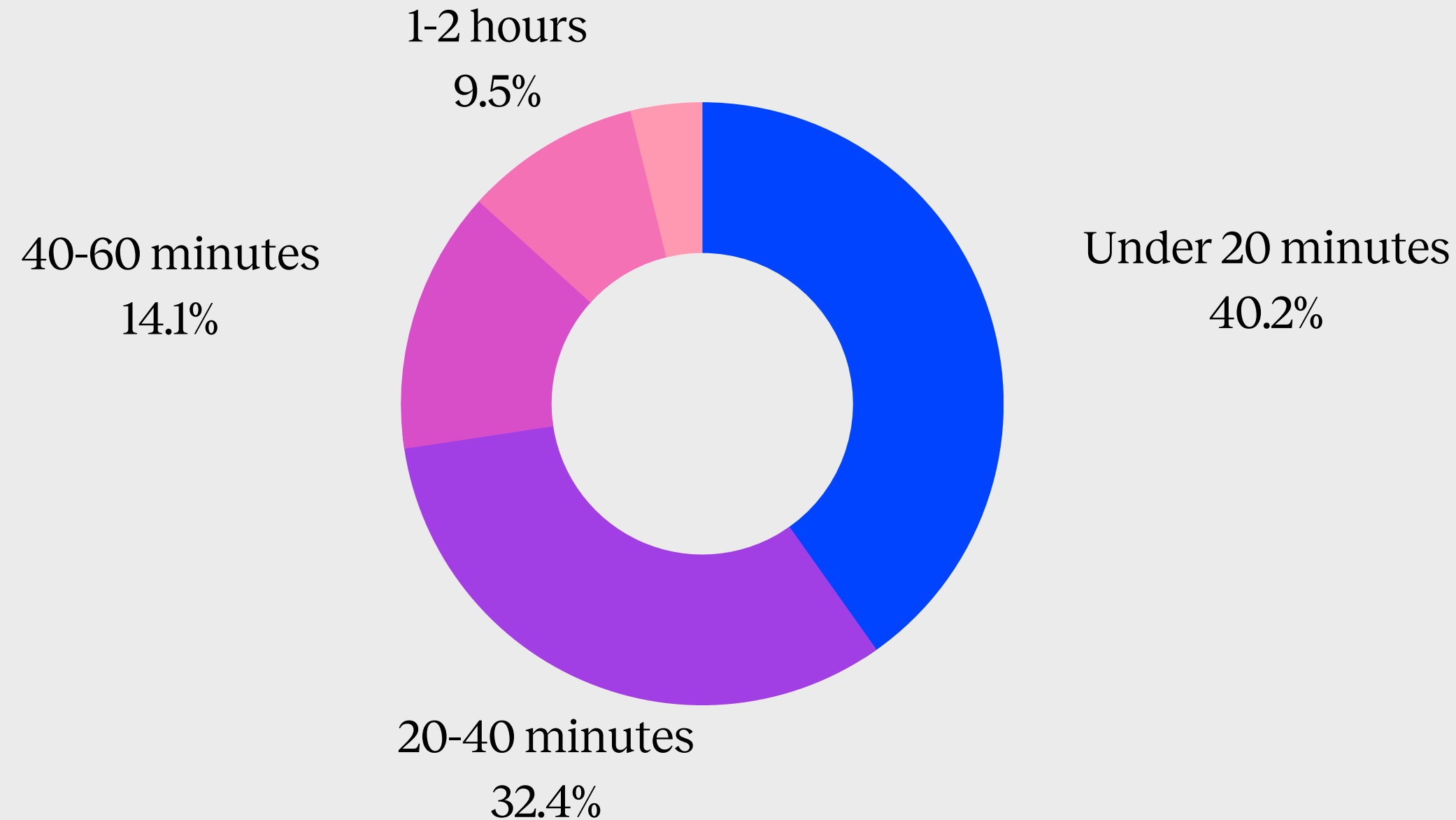
It was good and technical support was very helpful and answered with a short response time - thank you!

“

This was my first such experience so it took a number of takes. However, the tool was simple to use and that helped.

Time taken to complete

How long did it take you to answer the video interview?



**Over
70%
of candidates**
recorded their answers
in 40 minutes or less,
and over 40% did it in
less than 20 minutes!

How pre-recorded video interviews save time for candidates

1

More flexibility

Candidates can answer interview questions whenever and wherever it suits them best. Not having to coordinate calendars or commute for an interview gives candidates and recruiters more flexibility and saves time.

2

Clear expectations, faster preparation

When candidates receive well-defined questions from recruiters, they have a clear understanding of what they should address in their video answers. This clarity helps in their preparation process, making it easier and quicker to articulate their thoughts.

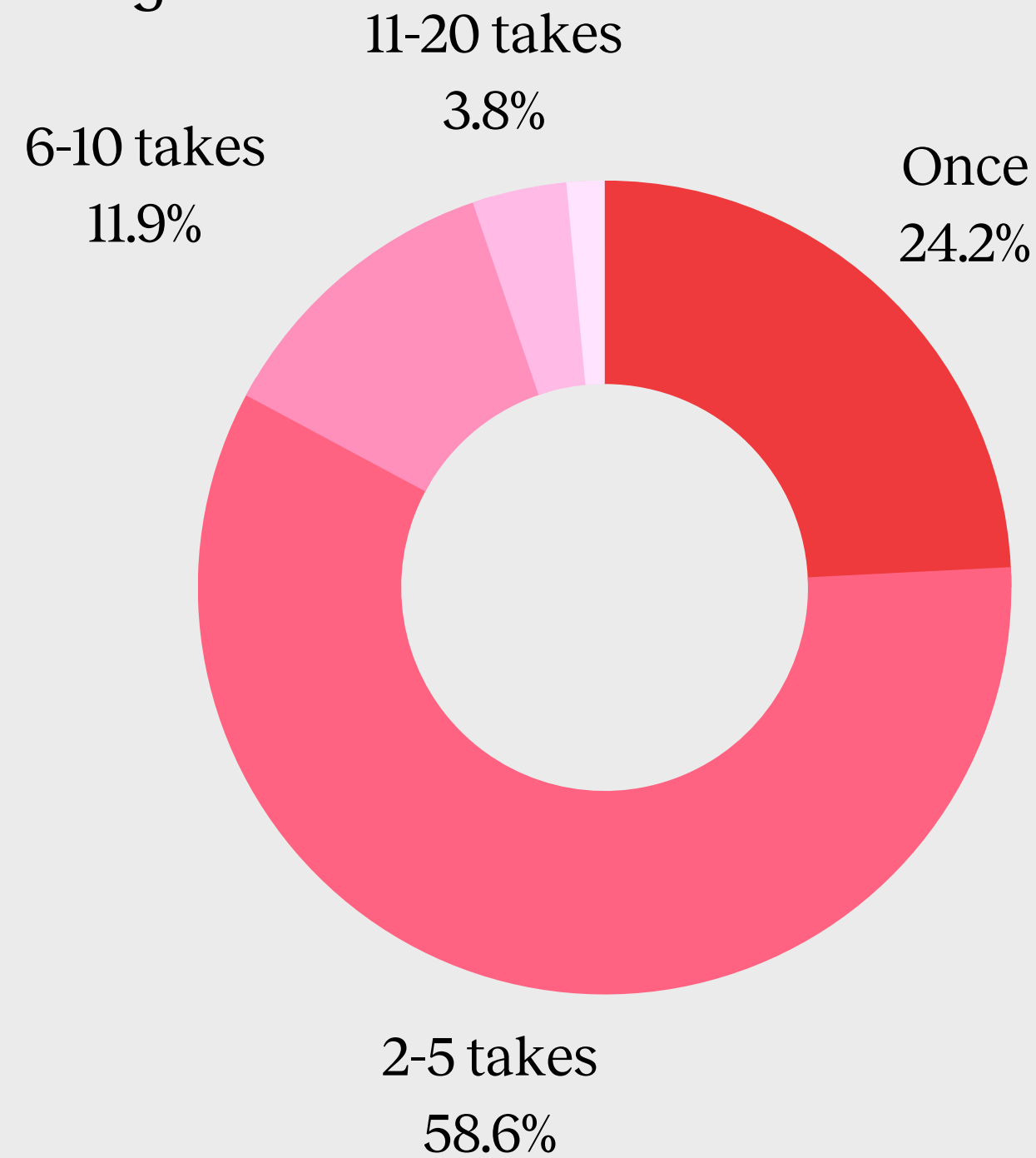
3

Opportunity to shine

Many candidates find that speaking comes more naturally to them than writing. For them, answering a video interview is a convenient and speedy way to communicate their thoughts and let their true personality shine through to the recruiter.

Retakes per question

How many retakes did you do per each question on average?



More than
4/5
candidates record less than five takes per question before they are happy with the result!

Should candidates have the option to retake?

The option to retake video answers helps candidates get comfortable speaking to a camera and reduces interview stress. Knowing they can redo their answers allows candidates to showcase their absolute best while creating a positive candidate experience.

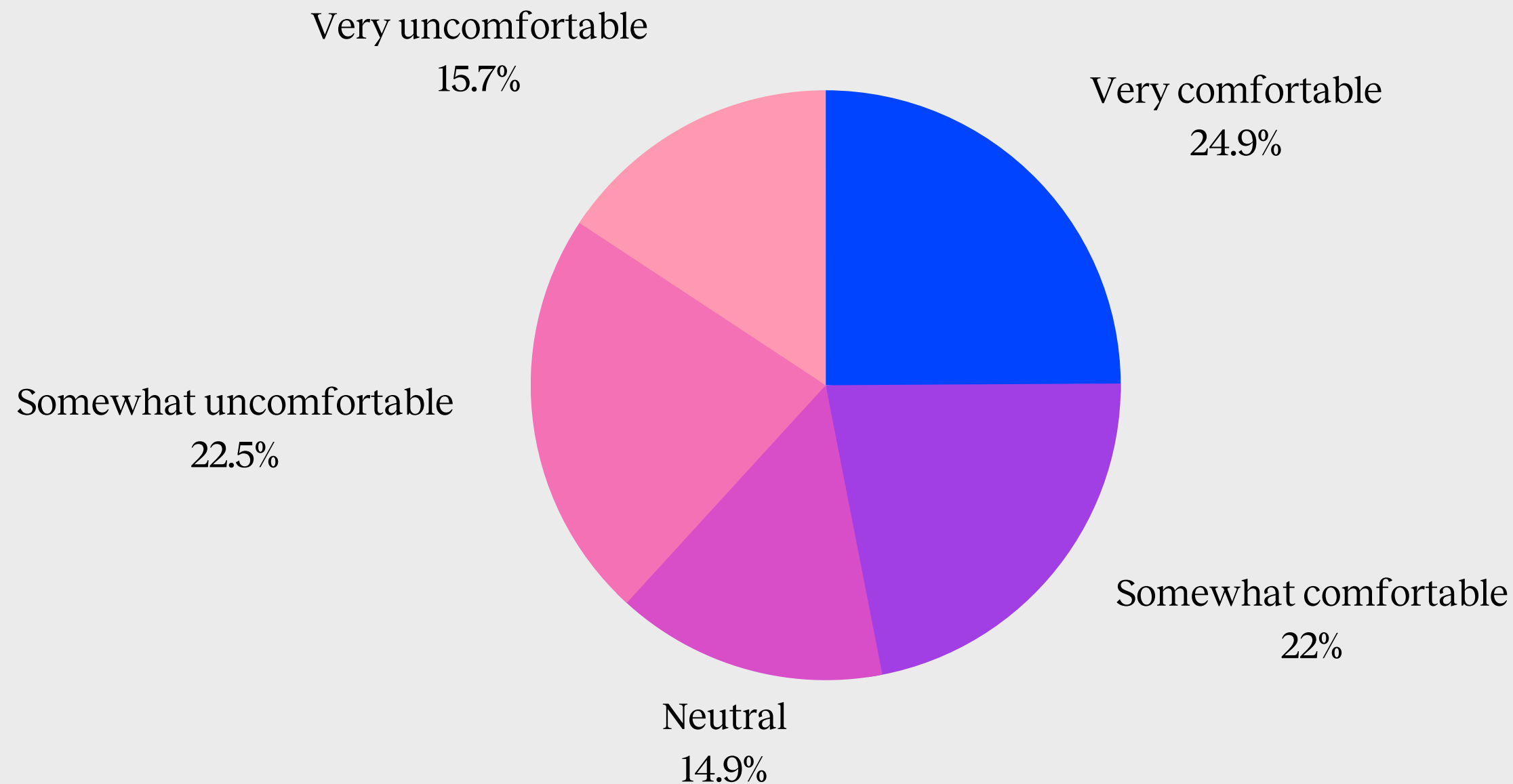
Some recruitment processes intentionally exclude the option for candidates to retake their video answers. The idea behind this approach is to assess various skills, such as language proficiency and communication abilities, while gaining insights into how candidates perform under pressure.

On our platform, you can decide whether to allow candidates to retake their answers based on your needs and goals. [Read more about our platform.](#)



Feedback from candidates

How comfortable would you feel answering a video interview without being able to re-record your answers?



The candidates' opinions on the option to retake are fairly split, with nearly half (46.9%) of candidates being comfortable without being able to redo their answers.

However, we recommend allowing candidates to re-record their answers as many times as they need. Doing so, creates a pleasant environment where candidates can truly shine.

What did candidates say about retakes?



Retakes take the extra pressure away, and you get to present your very best.



Very good! I appreciate the way of having the ability to rerecord your answers so you have the chance to get everything you want to say said.

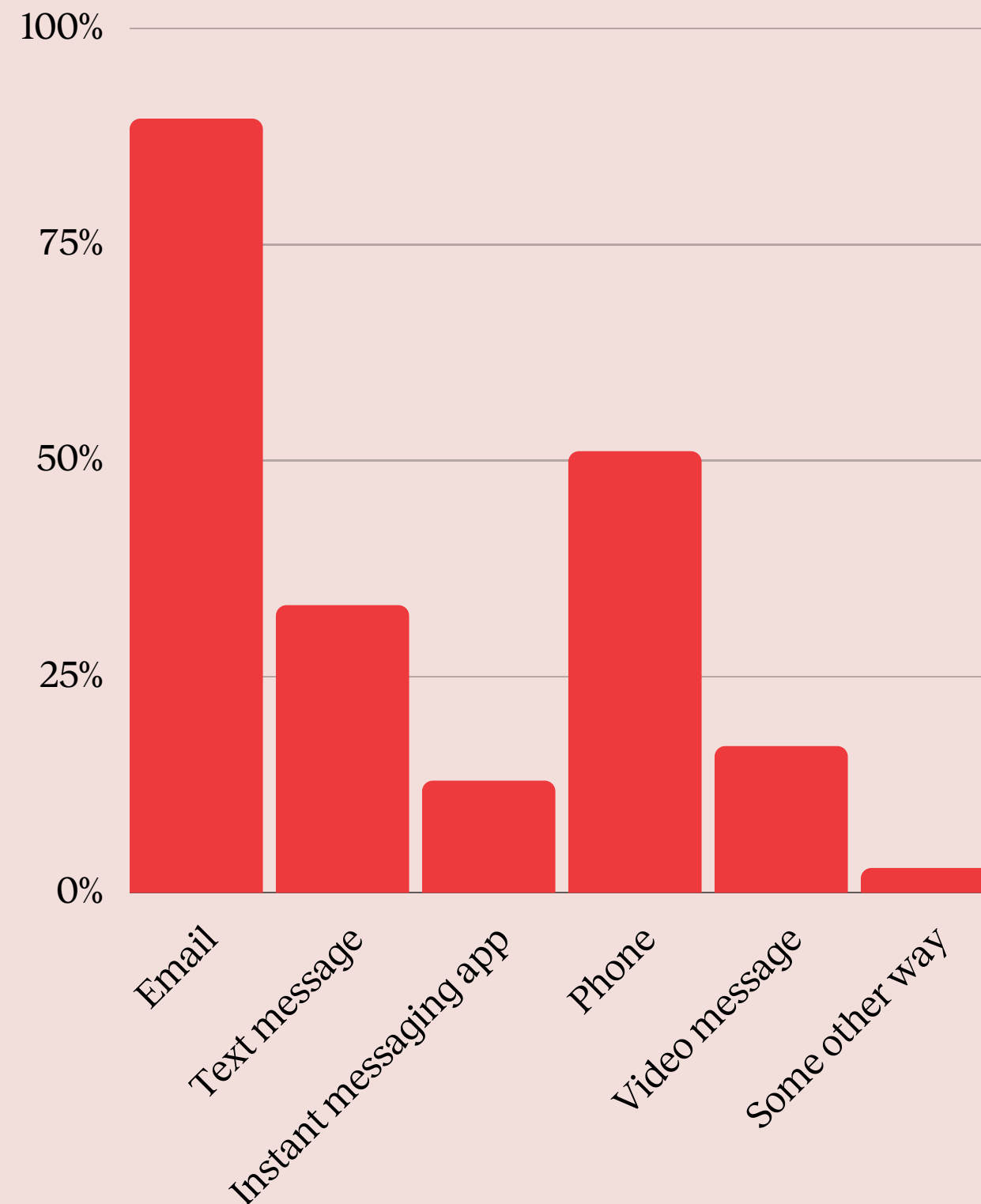


I just had 1 technical issue that one of the videos had no sound, so I had to repeat it. But I prefer to record one time only, it's more authentic.



Recommendations from candidates

How do you prefer the recruiter to notify you about the next steps in the hiring process?



Candidates prefer being informed primarily through emails, followed by phone calls and text messages.

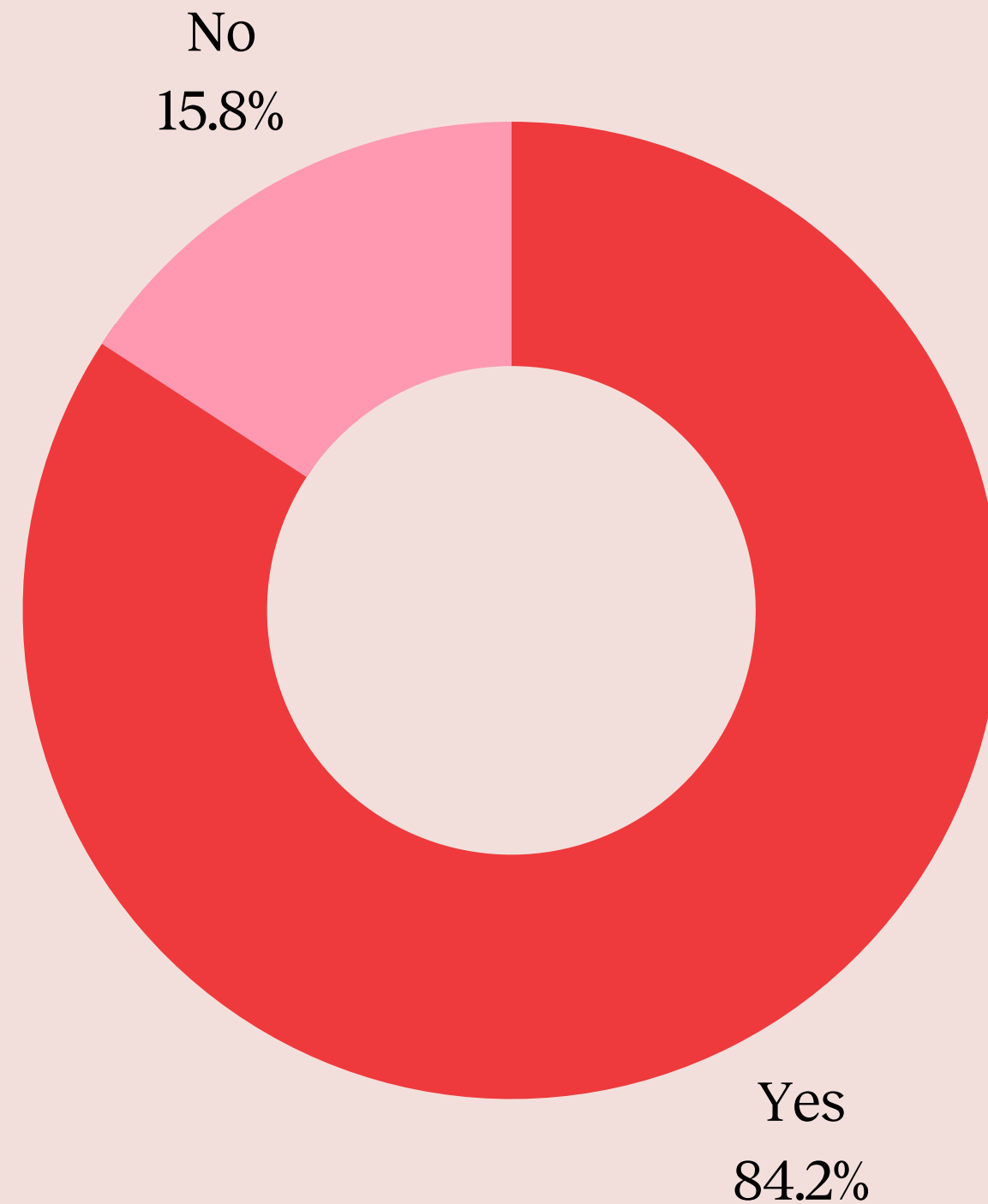
It's important to consider their communication preferences, but what matters even more is giving them personalized and timely updates.

Poor or inconsistent communication can be frustrating for candidates. In fact, 81% of job seekers believe that regular status updates from employers would significantly improve their overall experience.

Improving candidate experience starts with proactively communicating with your talent. For more ideas to improve your candidate communication and candidate experience, check out our free [candidate experience guide](#)!

Recommendations from candidates

Would you recommend video interview as a recruitment method from the candidate's point of view?



84%
of the candidates
recommend video
interviewing as a
recruitment method.

Key takeaways

In pre-recorded video interviews, candidates have the flexibility to choose when and where they want to answer the interview questions, fitting it perfectly into their busy schedules. This saves a lot of time for the candidates, as there's no need to schedule meetings with the recruiters and no need to travel anywhere.

Plus, video interviews give candidates a chance to showcase their skills and personalities through videos, allowing them to express themselves beyond what's written on paper.

Analyzing the survey results showed us how this modern approach benefits both recruiters and candidates alike, making the hiring process more efficient, convenient, and personal.



● Recright

Start your 14-day free trial today.