



- Light yourself from the front left and right to make yourself more visible to your interviewer.
- It is important they see the whites of your eyes and can read your facial expressions.
- Connectivity is improved by scanning reactions, better enabling trust and rapport to build.
- Set the lights to a warm setting. This presents your warmth of character in the minds of the interviewer.
- Manage exterior lights which come in from windows to create the best visual experience, it helps if you are facing the window, so the light lights up your face from the front. Adjusting blinds can enhance this.



- Have the camera set at eye level, so you recreate the feel you are sat across the desk from one another.
- Frame yourself in the centre and have a gap above your head - just enough space for your hand, palm facing forward. This framing leaves a stronger visual lasting impression.
- Talk directly to the camera and visualize the camera as a close companion. Someone you are most relaxed with will bring out the best of you "your authentic self". This strengthens connectivity and trust develops quicker.
- Ensure your camera is high definition so you appear sharper to them and they pick up on all your nuances. The higher quality the image, the more professional you appear in this environment. Finally dress as if you are going for a face-to-face interview - smart business attire, your best shoes etc. Even that they won't see your shoes, it will help you feel the part and make you feel more confident in being the right candidate for the job.



- It's important that you are heard, so two things will help enable this. Firstly make sure you are in a quiet space free from distractions. Secondly, some mics built into the computer can pick up the sound of the computers fan or humming which can be distracting for the interviewer.
- Your voice may sound thin or leave an echo. A good brand of microphone we would recommend is a Rode as it captures your voice with the clarity spoken. If you sound rich in tone and can be heard clearly with clarity, then you are instantly more connected with the interviewer.



- A great Chinese proverb. You have two ears and one mouth. Use them in this proportion.
- The more we listen the more data we get. Also, it will help ensure the interviewer feels seen and heard.
- When we listen on a deeper level, we are looking for emotions too. Always probe when an emotion is discussed. It makes you more empathic to your interviewers needs.
- Some of the best questions come out of a silence. So embrace the silence for information to land.
- Listen with your eyes as well as your ears. Read the interviewer's body language and facial expressions.



- Free yourself from technology distractions, like alerts, notifications, direct messages and instant messaging.
- Forget the past and the future and focus on your purpose and your interviewer.
- Do not just stay on our own agenda, focus on the interviewer's needs and expectations too.



- To be authentic is to be real. The interviewer knows where they stand with you when you are authentic, and trust develops.
- When you are not authentic, you may appear to be insincere and you could lose trust with your interviewer.
- You do not have to have all the answers. Asking for the interviewer's viewpoint shows credibility and consideration and can make you more connected.



- Think carefully about where you are broadcasting from. Your environment needs to be free from distractions and interruptions, quiet and have good internet connectivity.
- If you are doing this from home, choose a room that is neutral on the eye with no clutter in the background as this can be distracting for the interviewer.
- It is good to create a depth of field between yourself and the background. Just like a well shot film, think about what is visually appealing on the eye.
- Do not sit straight in front of a wall. It can feel claustrophobic on your interviewer. What you show really does give more insights into you as a candidate for the job.

