

## **Interviewer Software to Enhance Interview Performance**

Interviewer is a software product, delivered via the web and a mobile app, which seeks to support students improve their interview performance through interactive mock-interviews. It's aimed at students entering the job market for the first time, low in confidence or for those who struggle generally with interview situations.

The application allows users to refine their approach to interviews in a low risk and non-threatening environment. Preparation can be improved through a cycle of support, involving practice, feedback, and reflection. Interviewer poses commonly asked questions that occur during graduate and placement interviews and captures the individual user's verbal and non-verbal responses. Through the recording of their performance, users are able to playback their responses, creating interactions and reflections which are authentic and useful to the users' personal and professional development.

Interviewer is designed to allow students to prepare well and anticipate what they will face during an interview, removing the barriers that will hamper their performance and ability to secure employment. To begin with Interviewer had focussed on core, competency based interview question. However recent work has been dedicated to producing thematic, discipline specific question sets which support students aiming to enter particular job markets. Interviewer is entirely expandable to support users tackle many types of interview.

Results during piloting have been extremely positive from students who have engaged and the software has garnered interest from other HE institutions as well as private sector partners. Employers are also expressing interest to support the design of interviews.

This poster presentation allows participants to gain a better understanding of the software and share outcomes to date.

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