

March 2026

## **Modernized, Digital HR Interviewing**

# Evidence-Based, Video-First Selection Framework



# Evidence-First Selection

## **First stage video screening**

Evidence-first selection evaluates candidates through direct video responses at the top of funnel, focusing on observable capabilities rather than traditional résumé proxies, ensuring a more accurate assessment of capabilities, performance and potential.



# Problem

## Limitations of Resume-First Selection

### 1. Unintended AI Consequences

Keyword scanning and matching of résumés don't always surface the best talent at the top of funnel. Résumés are now being rewritten to match job descriptions leaving employers wondering about match validity and screening out great candidate potential.

### 2. Title and Experience Bias

Reliance on the résumé as proxy puts too much emphasis on stated experience and can create biases, leading to overlooked candidates who possess relevant skills and capabilities but come from non-traditional paths.

# Key advantages of video-first screening

## Benefits

### Direct Evidence

Video responses offer **clear, live insights** into a candidate's capabilities, showcasing their live capabilities, communication and reasoning skills instead of relying solely on résumé claims.

### Human Insight

Video-first approaches allow hiring teams to assess candidates' live, **real-time responses**, eliminating scheduling conflicts and enabling a more comprehensive evaluation earlier in the hiring process.

### Improved Fairness

Structured video questions enhance **consistency in evaluations**, mitigating biases that often arise from traditional résumé-based screenings, thereby fostering a more equitable selection process.

# High-Signal Questions

Example categories for leadership assessment

## 1. Prioritization in first 90 Days

Inquire about their **top priorities** in the first 90 days to gauge strategic thinking and immediate impact on the organization.

## 2. Leadership Philosophy

Understanding their leadership approach reveals how they adapt strategies for diverse team dynamics and challenges, showcasing their adaptability and vision.

## 3. Handling Underperformance

Asking about past experiences with underperformance provides insights into their accountability, problem-solving skills, and ability to foster improvement in team members.

# Evaluation Dimensions **High signal scorecard**

**01**      **Communication style**

Communicates clearly with professionalism and presence. Demonstrates self awareness and interpersonal effectiveness.

**02**      **Problem Solving**

Analyzing situations shows candidate's capability to navigate challenges.

**03**      **Critical Thinking**

Evaluating information reveals depth of understanding and insight.

**04**      **Role Readiness**

Preparedness for responsibilities indicates potential for success.

**05**      **Motivation**

Motivation for the role is demonstrated with clear stated interest, goals and risk tolerance.

**06**      **Ownership Mindset**

Preparedness for responsibilities indicates potential for success.

# High Signal question #1

## 1) Immediate Value & Impact

**“If selected for this role, what would your top priorities be in your first 90 days, and why?”**  
**Reveals strategic thinking, practicality, and readiness.**

### Look for

- **Understanding of leadership responsibilities**
- **Prioritization ability**
- **Stakeholder awareness**
- **Balance of listening vs action**
- **Realistic planning**

# High Signal question #2

## 2) Leadership Philosophy in Action

**“Describe your leadership approach. How do you adapt it for different team members or situations?”**

### Reveals

- **Self-awareness**
- **Emotional intelligence**
- **Flexibility vs rigidity**
- **Coaching orientation**
- **Maturity of leadership model**

# High Signal question #3

## 3) Handling Underperformance

**“Tell us about a time you had to address underperformance on your team. What did you do, and what was the outcome?”**

### Reveals

- **Courage and accountability**
- **Fairness and empathy**
- **Problem diagnosis**
- **Follow-through**
- **Results orientation**

# High Signal question #4

## 4) Decision-Making Under Uncertainty

“Describe a difficult decision you made with incomplete information. How did you approach it?”

### Reveals

- Risk tolerance
- Analytical thinking
- Judgment
- Communication approach
- Ownership of outcomes

# High Signal question #5

## 5) Leading Through Change

“Tell us about a significant change you led. How did you bring people along?”

### Reveals

- Influence skills
- Communication strategy
- Resistance management
- Vision-setting ability
- Empathy for team impact

# High Signal question #6

## 6) Conflict Management

**“Describe a time you had to manage conflict between team members or stakeholders. What were your steps and outcomes?”**

### Reveals

- Emotional intelligence
- Neutral facilitation ability
- Fairness
- Professional composure
- Ability to preserve relationships

# High Signal question #7

## 7) Building High-Performing Teams

“What differentiates a high-performing team from an average one, and how do you build that?”

### Reveals

- Leadership insight
- Talent philosophy
- Culture-building approach
- Expectations for accountability
- Experience with team development

# High Signal question #8

## 8) Strategic Thinking vs Tactical Execution

“Tell us about a time you had to balance long-term strategy with short-term operational pressures.”

### Reveals

- Systems thinking
- Prioritization
- Business acumen
- Trade-off awareness
- Ability to operate at multiple levels

# High Signal question #9

## 9) Stakeholder Influence Without Authority

“Describe a situation where you needed buy-in from people you did not directly manage.”

Crucial for matrixed organizations. Reveals:

- Persuasion skills
- Relationship-building
- Political awareness
- Credibility-building
- Communication effectiveness

# High Signal question #10

## 10) Ownership & Accountability

“Tell us about a leadership decision that did not go as planned. What did you learn?”

### Reveals

- Humility
- Responsibility-taking
- Growth mindset
- Honesty
- Resilience

# High Signal question #11

## 11) Culture & Psychological Safety

“How do you create an environment where team members feel safe to speak up or challenge ideas?”

### Reveals

- Inclusiveness
- Listening behavior
- Ego management
- Modern leadership maturity

# High Signal question #12

## 12) Communication Test (Executive Presence)

“Explain a complex initiative or process to a non-expert audience.”

One of the strongest predictors of leadership success. Reveals:

- Clarity
- Audience awareness
- Structured thinking
- Ability to simplify complexity
- Persuasive communication

# High-Signal Responses

Identifying key indicators of candidate quality

## Strong Signals

Strong signals include **specific examples** that demonstrate clear reasoning and ownership, showcasing candidates' ability to reflect on experiences and outcomes effectively.

## Weak Signals

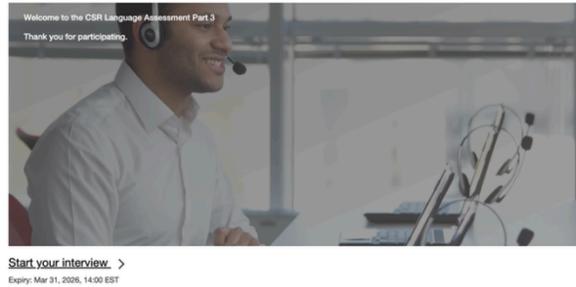
Weak signals are characterized by **vague generalities** and lack of initiative and accountability, lack of measurable outcomes and insufficient depth in responses during evaluations.

# Workflow for video-first, evidence based first stage screening.



Add interview questions

Question editor with options for Review time allowed, Response time, and Video response.



Interviews by candidate

Select	Status	Name	Scorecard %	Submit date	Expiry date
<input type="checkbox"/>	In Review	Maria Keung	55	24-11-2025 15:05	05-12-2025 23:59
<input type="checkbox"/>	In Review	Declan Murray	34	24-11-2025 18:29	05-12-2025 23:59
<input type="checkbox"/>	In Review	Joshua Kim	55	25-11-2025 07:57	05-12-2025 23:59
<input type="checkbox"/>	In Review	William Xi	68	26-11-2025 15:45	05-12-2025 23:59
<input type="checkbox"/>	In Review	Luke Egan	58	26-11-2025 19:55	05-12-2025 23:59
<input type="checkbox"/>	In Review	Jack Colver	61	26-11-2025 21:24	05-12-2025 23:59
<input type="checkbox"/>	In Review	Michael Ng	65	27-11-2025 12:43	05-12-2025 23:59

Shortlisted

Schedule interview

## Step 1

Define your success metrics used in your scorecard.

## Step 2

Add your questions to your structured video questionnaire for candidates in your videobio account. Share with candidates with a shareable application link.

## Step 3

Candidates record their video questionnaire responses asynchronously by your deadline. They can also upload their resume for an all-in-one multimedia application.

## Step 4

Evaluate responses and use your scorecard for consistent evaluation. Option to use automated scoring to support human scoring. Verify top candidates with resume data.

## Step 5

Advance top candidates to live interviews.

# Observable, Evidence-Based Screening

## Transforming Hiring into Capability-Driven and Evidence-Based Selection Process

Adopting a video-first approach shifts recruitment focus from traditional résumé indicators to directly observable candidate capabilities, enhancing **fairness**, predictive validity, and overall hiring outcomes.

# Next Steps



**Book a demo with us to learn more about how videoBIO Recruiter virtual hiring system can work for you.**



**Book a demo**

**Ask us for a free trial account so you can try the evidence-based, video-first screening method.**

**[videobiorecruiter.com/book-a-demo](https://videobiorecruiter.com/book-a-demo)**