



Using Video Modeling to Teach Interviewing Skills

Objective: To teach students employment interviewing skills across a variety of industries using mobile video modeling and video prompting.

Setting and Materials

Settings: Room that can be set-up to simulate a waiting room as well an area with a table and two chairs where the interview will take place

Materials:

- Job interview questions (i.e., general script and script specific to specific workplaces) with additional question for students with work experience as opposed to those without
- Evaluation forms to assess students during interview
- Mobile device (i.e., Android)
- VidCoach app

Content Taught:

- Interviewing skills across a variety of industries
- There are already existing interview models loaded into the app in the following categories:
 - General
 - Food Service
 - Health care
 - Hospitality
 - Retail with prior work experience
 - Retail without prior work experience

Teaching Procedures

Using the VidCoach app

- When opening the VidCoach app, users select a category of videos to watch and practice
- Next, users can choose from three activities:
 - “Watch Model”
 - “Practice”
 - “Watch Practice”



- Each video is broken into smaller segments/subtasks, which are questions asked in the interview
- Users can choose to watch a video in its entirety, or choose to watch a single segment
- The “Watch Model” option supports peer modeling by allowing users to watch individuals modeling appropriate interview behavior
 - After the interviewer asks each question, a cue appears informing the student about the appropriate response
 - The model then appears and completes the task
 - After the user watches the model complete each task, a post-prompt asks the user to answer a question about what they just watched
- The “Practice” and “Watch Practice” modes support self-modeling by allowing users to watch the interviewer side of the video and then self-record their responses to the tasks presented in the video
 - Users can re-record a response immediately or at some other point in the future
 - After recording their responses, users will see a post-prompt asking a question about the task they just recorded themselves completing

Procedures

- Conduct mock interviews with student to determine current performance during an interview scenario
- Teach student to use the VidCoach app
- Discuss with students what they find most challenging or enjoyable about interviewing
- Address any concerns with the variables listed in the rubric below
- Provide information/instruction as needed for student to understand the interview process

Evaluation

- Mock interviews can be evaluated using a rubric
 - All variables should be operationally defined
- For example:

Variables	Not acceptable	Average	Good
<i>Score #1 - 4 only once during mock interview</i>			
1. Professional and appropriate dress and appearance			



2. Hygiene and hair care			
3. Handshake			
4. Ability to ask an appropriate question			
<i>Score remaining variables once per minute for entire video</i>	Frequency	Frequency	Frequency
Reading from notes			
Inappropriate use of food or beverage			
Fidgeting			
Rolling in chair			
Showing appropriate posture			
Monotonous speaking			
Inability to understand questions asked			
Use of correct grammar and vocabulary			
Clear speaking			
Logical and succinct presentation of ideas			
Smiling			
Frowning			
Interruption			
Tone of conversation (professional vs. casual)			
Licking lips or sticking out tongue			

Lesson Plan Based on:

Hayes, G. R., Custodio, V. E., Haimson, O. L., Nguyen, K., Ringland, K. E., Ulgado, R. R., ... & Weiner, R. (2015). Mobile video modeling for employment interviews for individuals with autism. *Journal of Vocational Rehabilitation, 43*, 275-287.

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