

A woman with blonde hair and blue eyes, wearing a blue blazer, is looking thoughtfully to her right. She is in a meeting with other people, whose faces are blurred in the background.

interview.io

track & manage job interviews

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what is the **problem**?

the problem

- Job interview process are lengthy and complicated
- Multiple interviews can be hard to manage
- Job-seeker stress

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Extra Days Added by Various Job Interview Screening Methods

Interview Method	Average Days Added to Hiring Process
Phone Interview	+6.8 to +8.2 days
One-on-One Interview	+4.1 to +5.3 days
Group Panel Interview	+5.6 to +6.8 days
Presentation	+2.7 to +4.2 days
IQ Intelligence Test	+2.6 to +4.4 days
Job Skills Test	+0.6 to +1.5 days
Personality Test	+0.9 to +1.3 days
Drug Test	+0.3 to +0.8 days
Background Check	+3.1 to +3.4 days

design research

- Screening survey + semi-structured interviews
- 3 UW seniors in tech majors (CSE, HCDE)



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Table 2. Tech Industry Jobs with the Longest and Shortest Interview Durations

Job Title	Interview Process Length (Days)	Job Title	Interview Process Length (Days)
Software Engineer	35.0	Financial Software Developer	19.9
Senior Applications Developer	28.3	User Experience Designer	19.3
Product Engineer	28.1	QA Engineer	17.9
Implementation Specialist	27.8	Junior Software Engineer	15.7
Hardware Engineer	27.0	IOS Developer	14.1
Quality Assurance	25.9	.NET Developer	14.0
Data Engineer	25.8	QA Tester	13.9
Database Administrator	25.5	Java Developer	12.5
Web Applications Developer	23.5	Web Designer	12.3
Data Scientist	23.2	Data Entry	8.5



common themes

lack of resources
from companies

non-disclosure of
applicant status

tracking tools
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preparation

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tasks

1

tracking job
applications

tasks

1

tracking job
applications

2

tracking
interview status

tasks

1

tracking job
applications

tracking
interview status

2

3

discussing
interview
experience

tasks

getting in touch
with the recruiter

4

tasks

getting in touch
with the recruiter

4

5

relieving
pre-interview
anxiety

tasks

getting in touch
with the recruiter

4

5

relieving
pre-interview
anxiety

suggesting job
openings

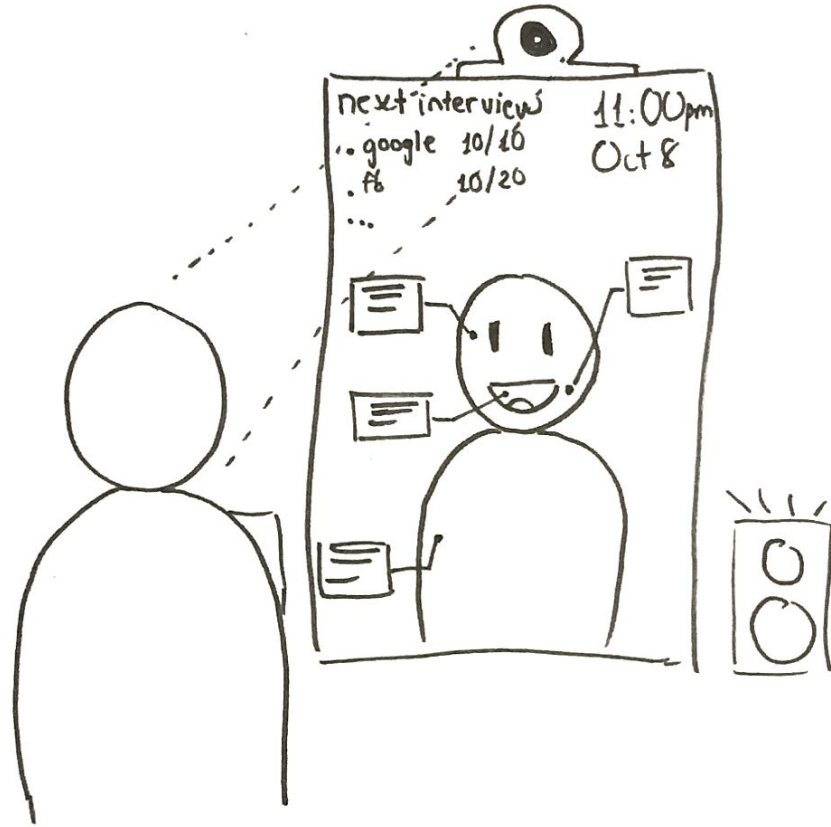
6

design sketches



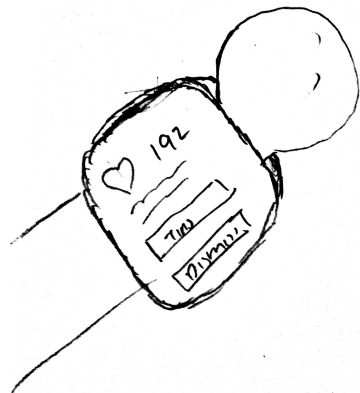
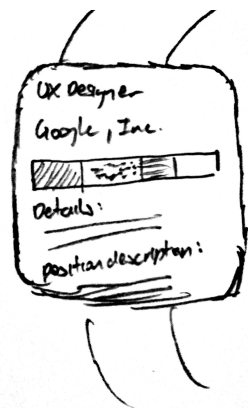
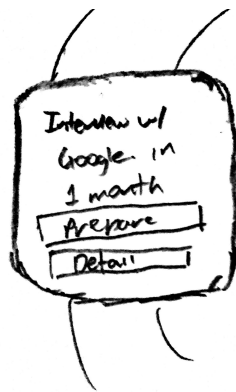
smart mirror

- Relieve stress through practice
- Display platform



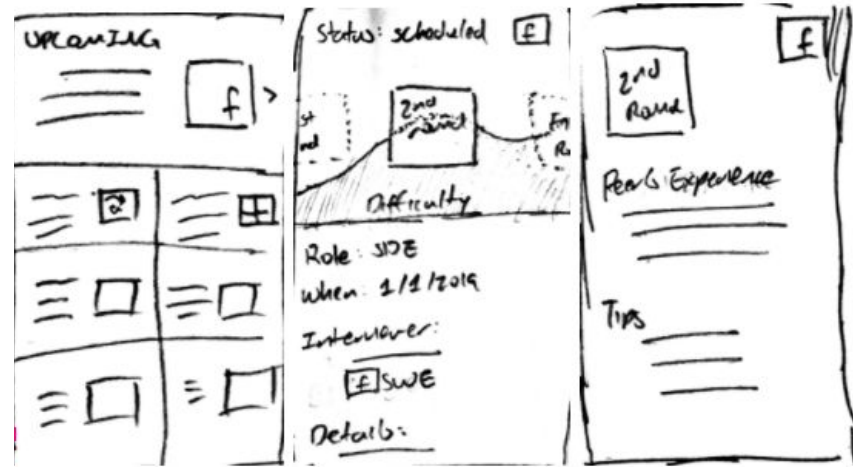
wearable app

- Track heart rate (HR)
- Display tips to relax when HR is high



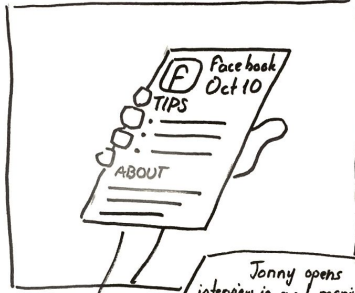
mobile app

- Foreshadow difficulty of interview
- “Today” screen with tips is shown on day of interview

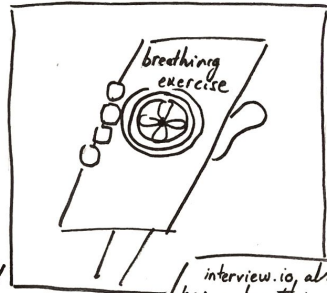


storyboard #1

It's Jonny's final round of interview at Facebook, and he is NERVOUS!

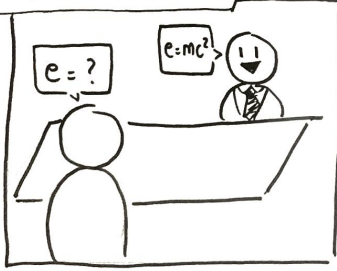


Jonny opens interview.io and receives tips from a variety of sources



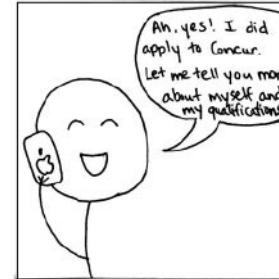
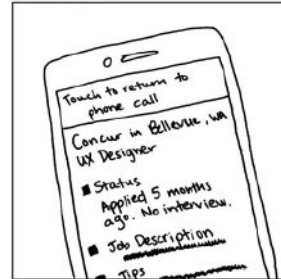
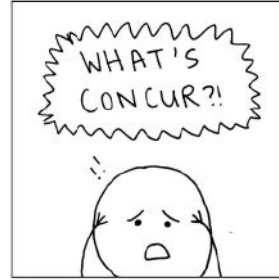
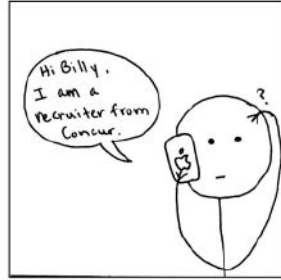
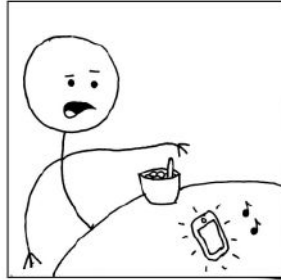
interview.io, also has a breathing exercise to help Jonny cope with anxiety

Jonny acce the interview...



... and receives an offer from Facebook

storyboard #2



summary

- Work with constraints
- Too focused on app-based solutions
- Context matters
- Work with different people

Q&A