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Are Hiring Teams Recording Their Interviews?

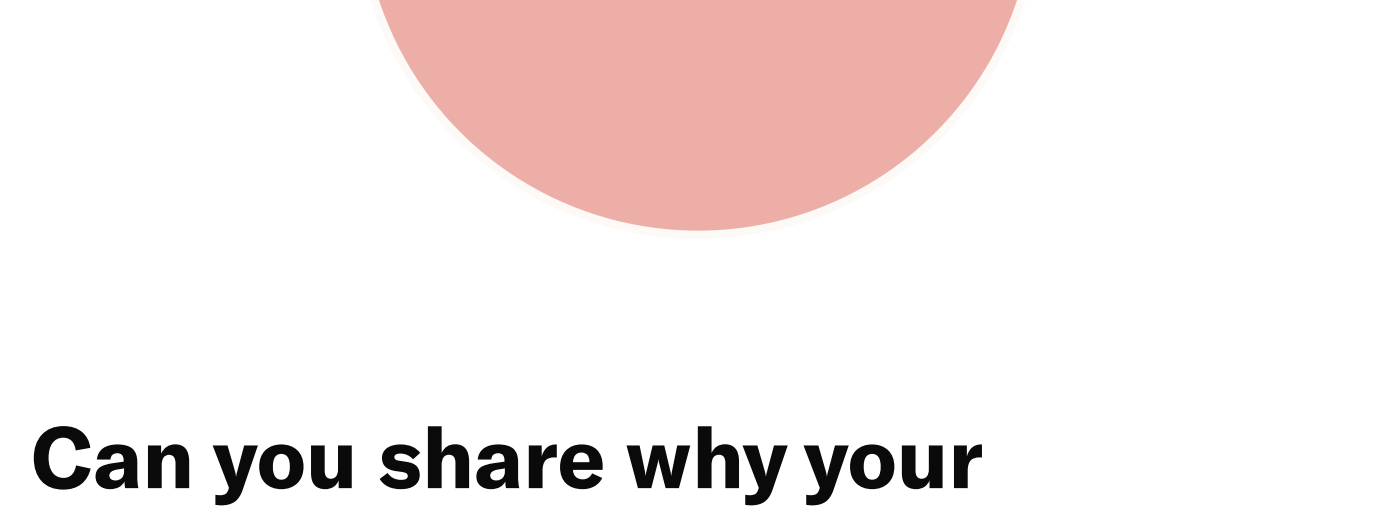
For years, recording sales calls has become a common practice (think Gong, Chorus, etc.). Why? Because it helps collect details that might have been missed, provides effective team coaching, and helps improve company products and services.

Now, the most innovative TA teams are recording their interviews with candidates. Why? For similar reasons, but related to hiring. It helps hiring teams run structured interviews, speeds up the hiring process, and empowers team members to improve and grow in their interviewing skills.

We recently surveyed our community of 50K+ TA leaders to see whether or not they're recording their interviews at their organizations. Here's what we learned...

Are you recording your interviews with candidates?

Only 26.7% of organizations surveyed are recording their interviews. Were we surprised? Not really since this is a rather new concept (we'll get into why it's beneficial next).



Can you share why your organization decided to start recording interviews?

Interviews have historically been a black box, and people teams are taking notice of the inefficiencies within their hiring process. This is why some hiring teams have started to record their interviews. Here are the top 5 reasons we heard as to why:

1

Improved Decision Making

When it's time to make that next great hire, have you ever thought "I wish I could remember what both of these candidates said about their leadership experience" (or whatever skill that's most important to the role)? Recording interviews allows hiring managers to go back and review all aspects of a candidate's responses. This aids in making informed decisions based on a thorough assessment of the candidate's suitability for the role.

2

Provides The Ability To Coach Interviewers

Oftentimes, interviewers are not trained on how to interview effectively. Think back to the first interviews you ever did. Probably kind of scary, no? Recording interviews offers a valuable opportunity to coach interviewers in several ways - they can be used as training material for new interviewers, shared with peers for feedback and guidance, and used to identify areas of strength or areas where improvement is needed. Maybe an interviewer is really great at rapport-building but not great at active listening. How would you know this if you can't go back and review the recordings? Better interviews lead to better candidate experiences!

3

Minimizes The Need For Notetaking

Recording interviews means you don't have to take notes! Without the need to constantly take notes, interviewers can maintain better focus on engaging with the candidate, actively listening to their responses, and asking follow-up questions as needed. This leads to a more natural and productive interview dynamic.

4

Speeds Up Time To Hire

Recorded interviews can easily be shared with other members of the hiring team. This reduces the need for repeat interviews or follow-up meetings to clarify information, as all relevant details are captured in the recording, leading to faster decision-making and selection of candidates.

5

Eliminates Bias

The transparency provided by recorded interviews fosters a more open and fair hiring process. Hiring managers can ensure consistency in the evaluation process across all candidates as each applicant is assessed based on the same criteria and standards. This significantly reduces the likelihood of biased decision-making.

Overall, recording interviews enhances transparency, fairness, and efficiency in the hiring process while providing valuable insights for continuous improvement.

Can you share why you're not recording your interviews?

For survey respondents that are NOT recording their interviews, here are the top 5 reasons why:

1

Legal Considerations

There may be legal considerations surrounding the recording of interviews, including compliance with data protection regulations and obtaining consent from candidates to record their interviews. Failure to adhere to legal requirements could result in legal liability for the organization.

2

Privacy Concerns

Recording interviews raises privacy concerns for both candidates and interviewers. Candidates may be uncomfortable with their responses being recorded and potentially shared with others, while interviewers may be hesitant to have their interactions with candidates recorded and scrutinized.

3

Cultural Resistance

Some organizations may have a cultural resistance to recording interviews, viewing it as intrusive or distrustful. Employees may be accustomed to traditional interview practices and reluctant to adopt new technologies or processes. Think back to earlier when we mentioned how sales teams have been recording their sales calls for years. Has it been something they had to get accustomed to? Of course. Now it's just a common business practice. We can think of recording interviews in the same way.

4

Fear Of Misuse

There may be concerns about the potential misuse of recorded interviews, such as unauthorized access to sensitive information or the recordings being used for purposes other than hiring decisions. This fear of misuse may discourage hiring teams from recording interviews out of caution.

5

Some Meetings Are On The Phone Or In-Person

We get it. Not all interviews happen virtually. But this is an easy fix. You can still record your phone conversations and use your laptop to record in-person conversations.

Addressing these concerns through clear policies, training, and communication can help alleviate hesitancy and promote the benefits of recording interviews for fairer and more effective hiring processes. Here at Pillar, we run into these concerns quite often. If interested, [here's](#) our most frequently asked questions related to overcoming recording anxiety.

As technology continues to advance and organizations recognize the **importance of fairness and transparency** in recruitment, the trend towards recording interviews is expected to grow.

Ready to start recording your interviews? Pillar's AI-enabled interview intelligence can help. By recording live interviews, our platform harnesses the power of AI to help teams run a faster, better interview process via structured interviews, automated candidate feedback collection, interviewer training, and more.

[Schedule a Demo!](#)

"Within just a few months of implementing Pillar, we've cut our time to hire in half. Being able to review recorded interviews in minutes has been a total game changer in making more efficient hiring decisions."

Chief People Officer
TECH GIANT

"Pillar has allowed us to stop relying on judgment and move to a quantifiable interview process. It's so helpful to go back to interviews and see exactly what was said. Pillar brings humanity back to what can feel like a robotic process."

Director of Recruiting
FORTUNE 500 BEVERAGE COMPANY