



Career Tips Thursday: Session 49

Pre-Recorded Interviews in the UN System:

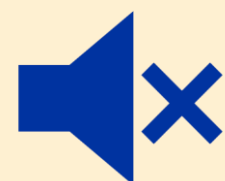
Insights and Strategies

25 June 2026, 14:30 CET

- UNIDO
- WHO
- UNOG



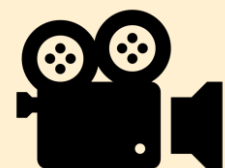
Zoom - Housekeeping rules



You are muted by default. The chat function is disabled.



If you have any questions, please submit them through Zoom Q&A button.



The session will be recorded. The recording and presentation will be available on: [Career Tips Thursday webpage](#) within a couple of working days.

Presenters



Draga Paskova

**Head, Talent Planning and
Acquisition, UNIDO**



Tina Stochmal

**HR Officer, Talent Outreach,
World Health Organization**



Valentina Cocco

**Chief, Vacancy Management
Unit, UN Office at Geneva**

Agenda

Session Goal

Equip job applicants from across the globe with skills to succeed in asynchronous video interviews used by international organizations

Interview Understanding / Behavioural Science

Explain the purpose, rules and expectations of video pre-screening interviews to participants

Interactive Learning

Include exercises simulating real interview scenarios for practical experience and confidence building

Success Strategies

Highlight common pitfalls and provide actionable tips to enhance interview performance

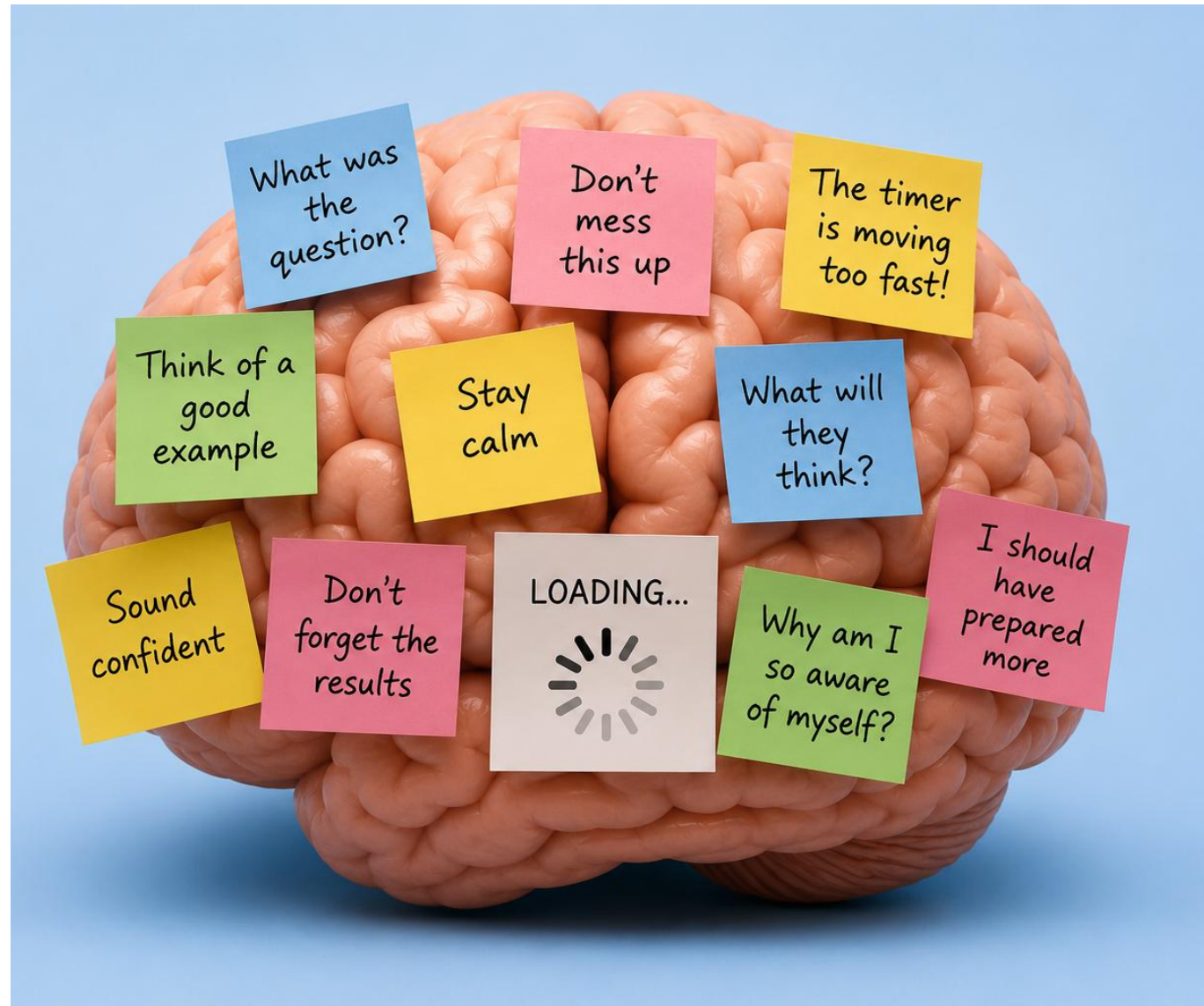
Before we get started

This presentation outlines **evidence-based strategies** for effectively preparing for video pre-screening interviews within the UN system and potentially other International organizations.

Adopting these strategies does **not** ensure specific outcomes at any organization, including UNIDO, WHO or UNOG.

This presentation is intended solely for **informational purposes** and is not intended to address the technical specifications of the various tools we will mention.

Why Do Smart People Suddenly Forget How to Speak?



Give me a thumbs up if you've ever:

- ✓ Finished a video interview and immediately thought of a much better answer
- ✓ Gone completely blank despite preparing
- ✓ Started rambling and wondered where the answer was going
- ✓ Become strangely aware of your own face

Why Video Assessments Can Feel Uncomfortable

The Brain Likes Certainty

Video assessments provide:

- ✗ Unknown questions
- ✗ Limited preparation time
- ✗ Evaluation
- ✗ Time pressure
- ✗ No human feedback

Examples of What Candidates Often Experience:



Racing thoughts



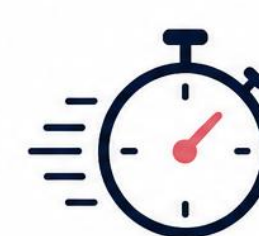
Dry mouth



Forgetting examples



Overthinking

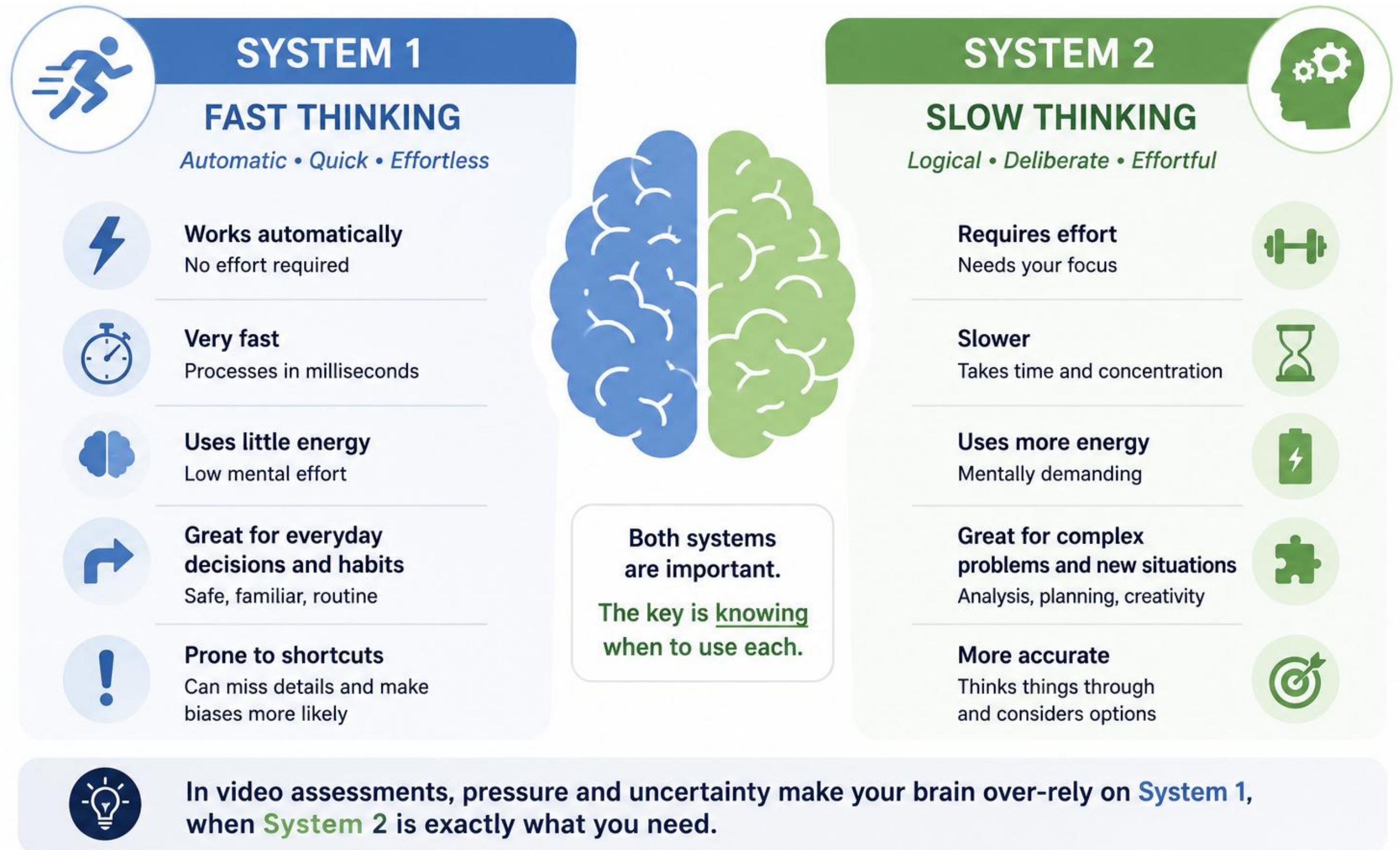
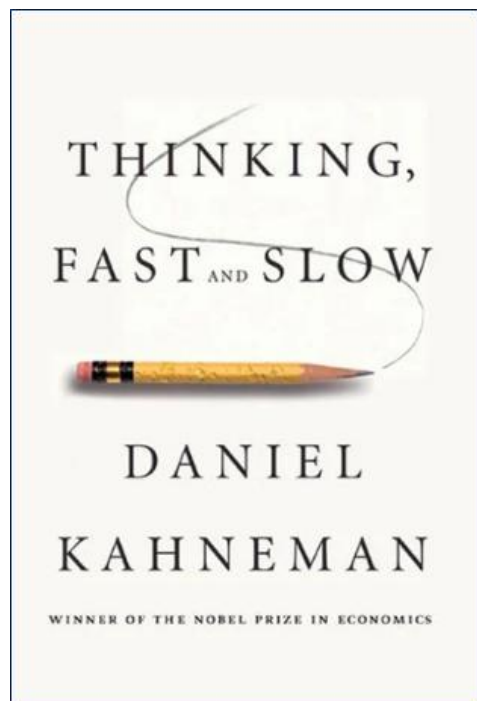


Talking too fast



Suddenly becoming extremely aware of themselves

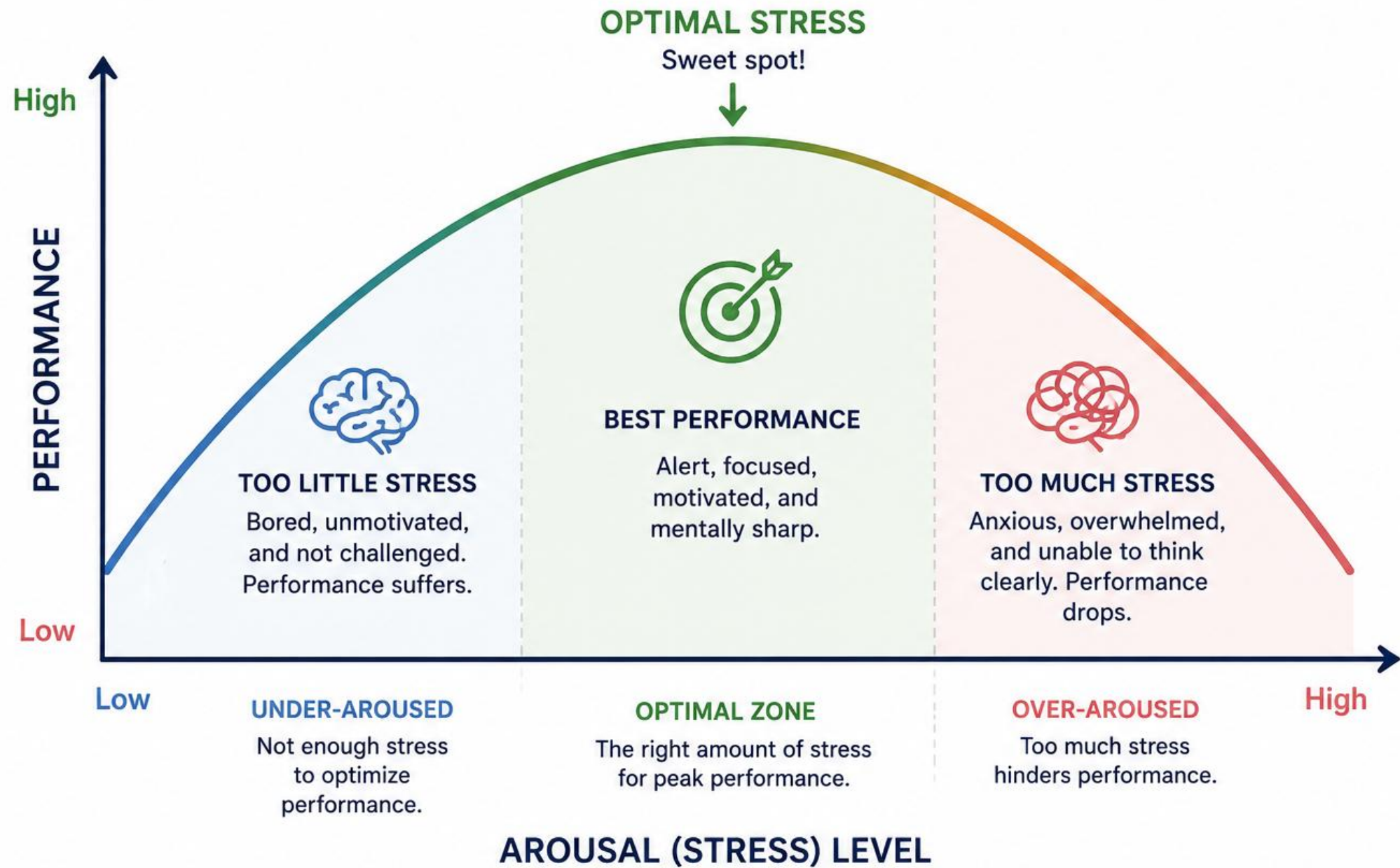
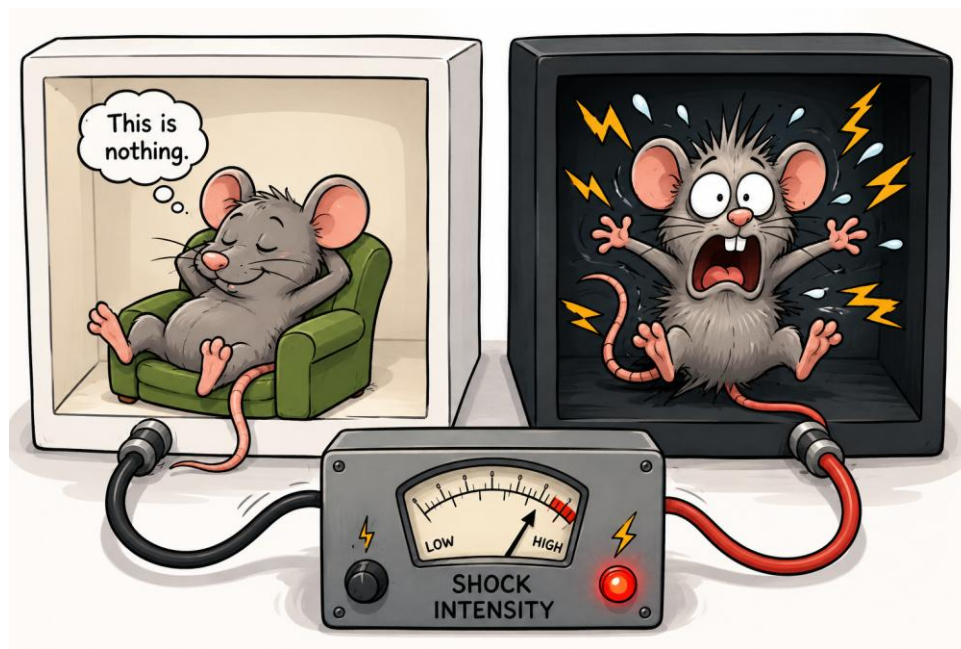
Which Brain Shows Up Under Pressure



The Goal Isn't Zero Nerves

YERKES-DODSON LAW

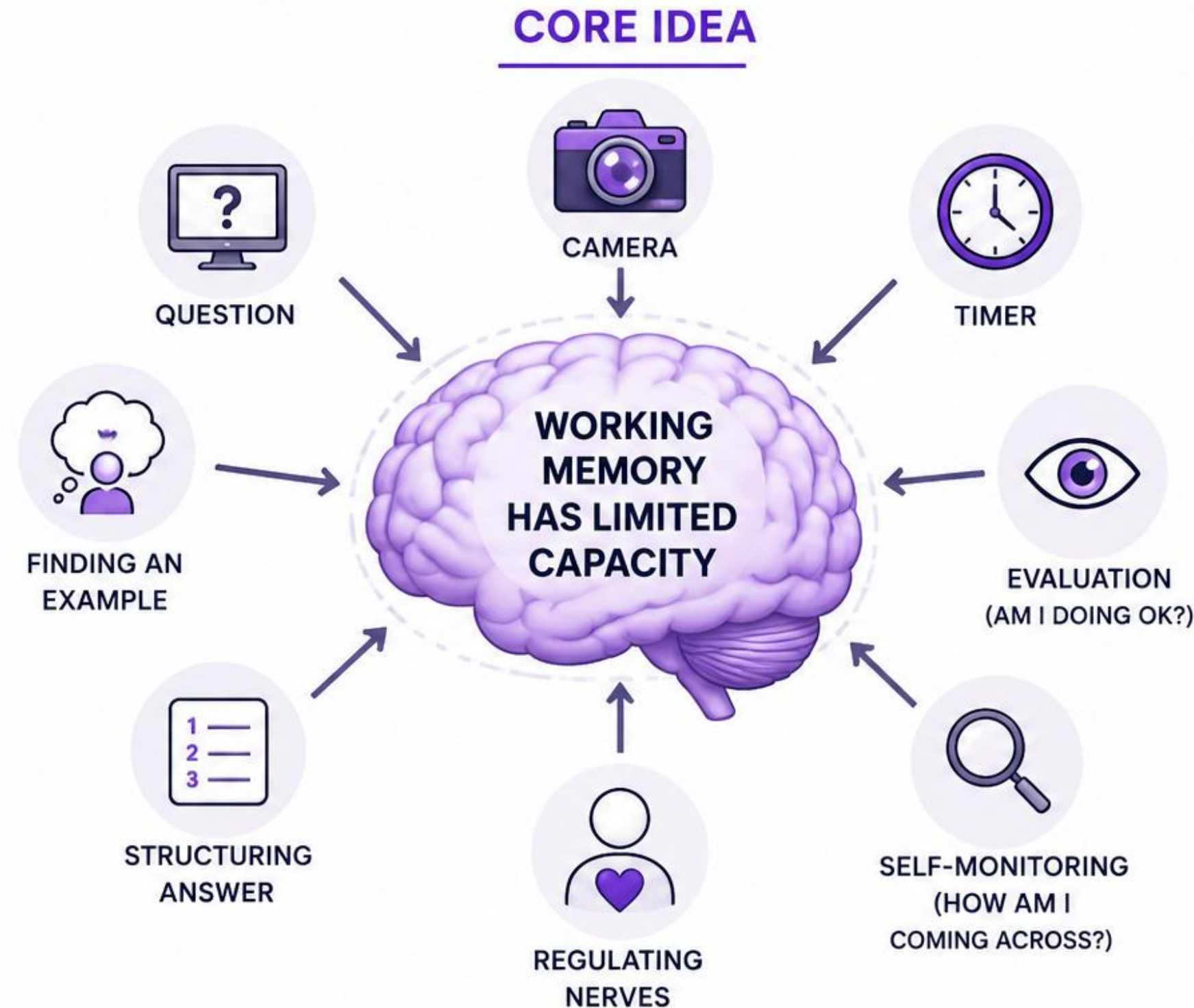
Performance depends on your level of arousal (stress).



Your Brain Has Limited Bandwidth

The Science

Based on Cognitive Load Theory (Sweller, 1988):
Working memory has limited capacity; performance decreases when task demands exceed available cognitive resources.



Think of it like:



WI-FI BANDWIDTH

Too many devices slow everything down.



COMPUTER RAM

Too many programs running at once cause lag.



MENTAL PROCESSING POWER

Too many things competing for attention reduces performance.



When too many things compete for attention simultaneously, performance drops.

Let's Put Your Brain to the Test

You have 20 seconds.

Question:

Tell me about a time you demonstrated leadership without being the leader.



0:12

How To Prepare Your Brain

Don't Just Prepare Content - Prepare the Conditions

Practice Retrieval

Instead of memorizing:

- Practice recalling examples quickly.

Use Simple Structures

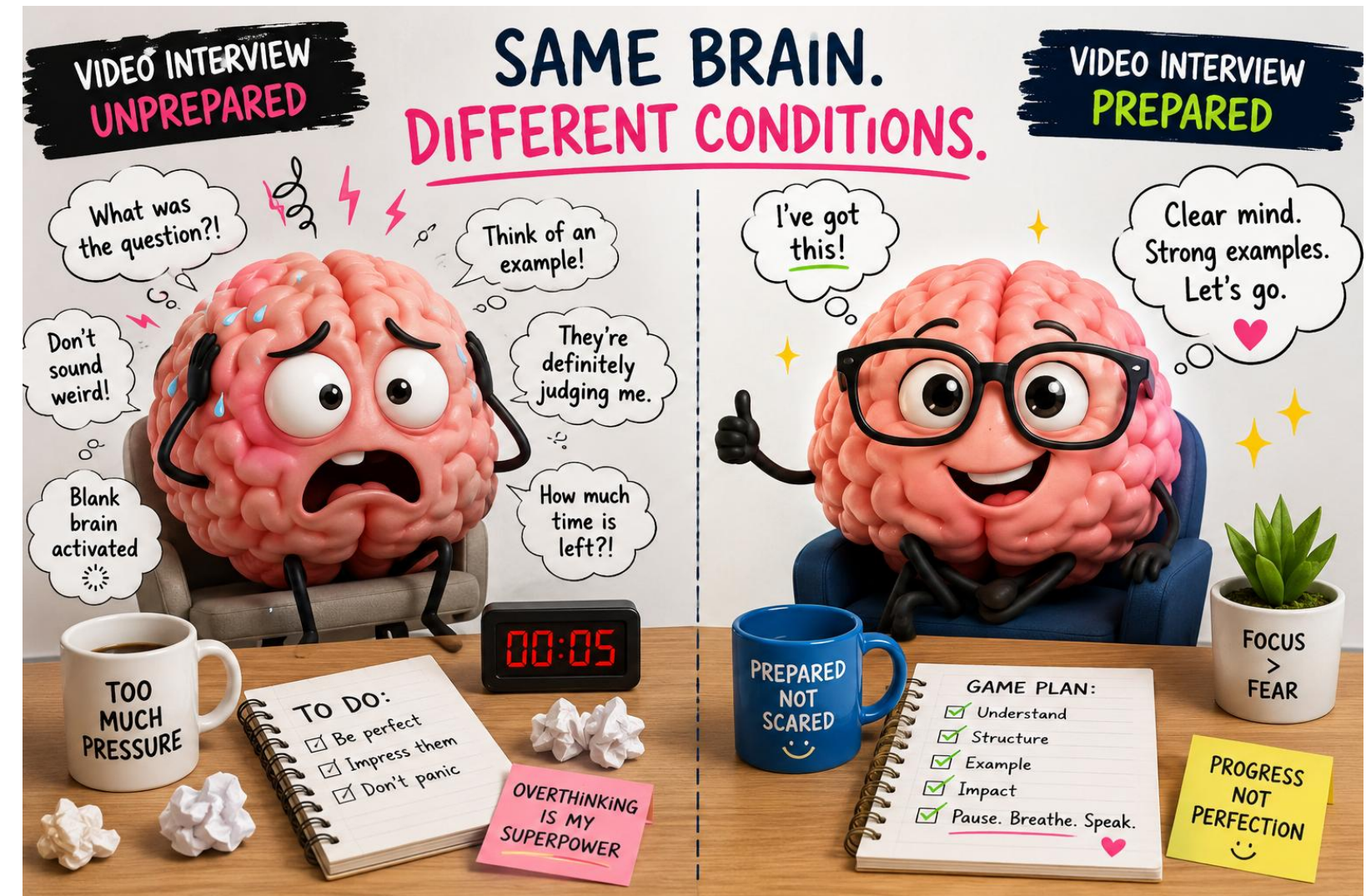
SMART – STAR - CAR

Practice Under Pressure

- Use a timer
- Record yourself
- Answer unexpected questions

Regulate Physiology

- Pause before answering
- Take one breath
- Slow down



Confidence is not the absence of nerves.

Confidence is trusting yourself to think despite them.

Wider reach and greater efficiency

- **Scalable Recruitment**

Enables Organizations to assess more women, nationals of less-represented Member States, niche professionals and a larger number of applicants overall

- **Consistency and Fairness**

Standardized questions and recorded responses ensure fair and consistent candidate evaluation by hiring managers

- **Cost and Time Efficiency**

Reduce travel costs and schedule changes allowing for flexible review and faster decision making prior to making final selections for final interview with panel members

- **Applicant Convenience**

Applicants benefit from flexible interview timing that reduces stress and accommodates diverse schedules worldwide

What's important to know as an applicant

- **Interview Rules**

Applicants must follow the guidelines to ensure fairness and integrity during video pre-screening interviews.

- **Prohibited Practices**

Use of AI tools, external help, or scripted answers is banned and may lead to disqualification.

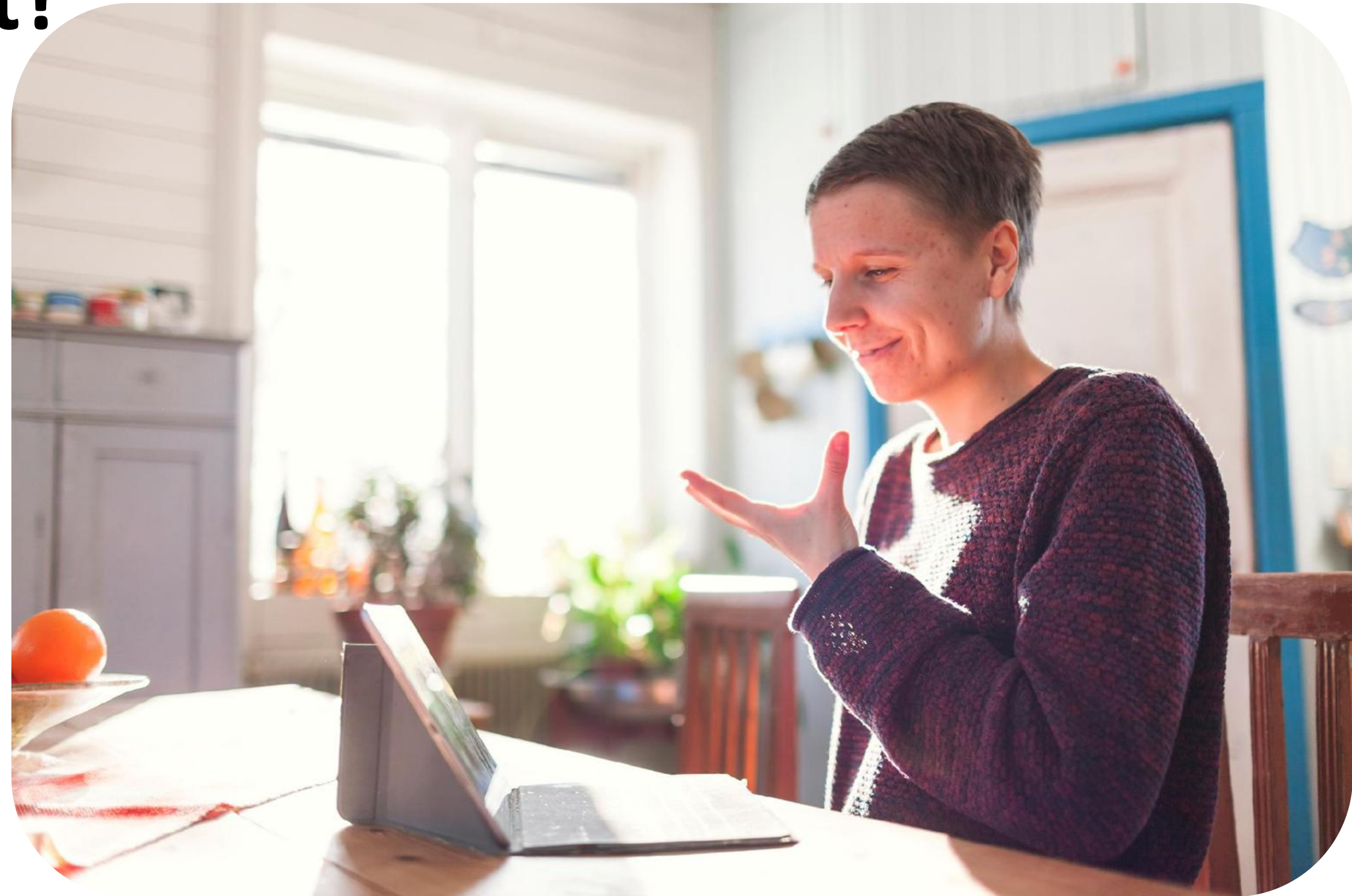
- **Valuing Authenticity**

Genuine and spontaneous responses demonstrate communication skills, problem-solving, and cultural fit.

- **Professional Environment**

Candidates should ensure distraction-free, professional settings to make a positive impression.

I am a non-native English speaker, does this impact my assessment?



Common features across providers

- **Candidate Preparation Tips**

Most platforms provide preparation tips to support applicants, which reduces anxiety about the process and improves interview performance

- **Common Platform Features**

Typical features include time-limited responses (3 min on average) and structured questions

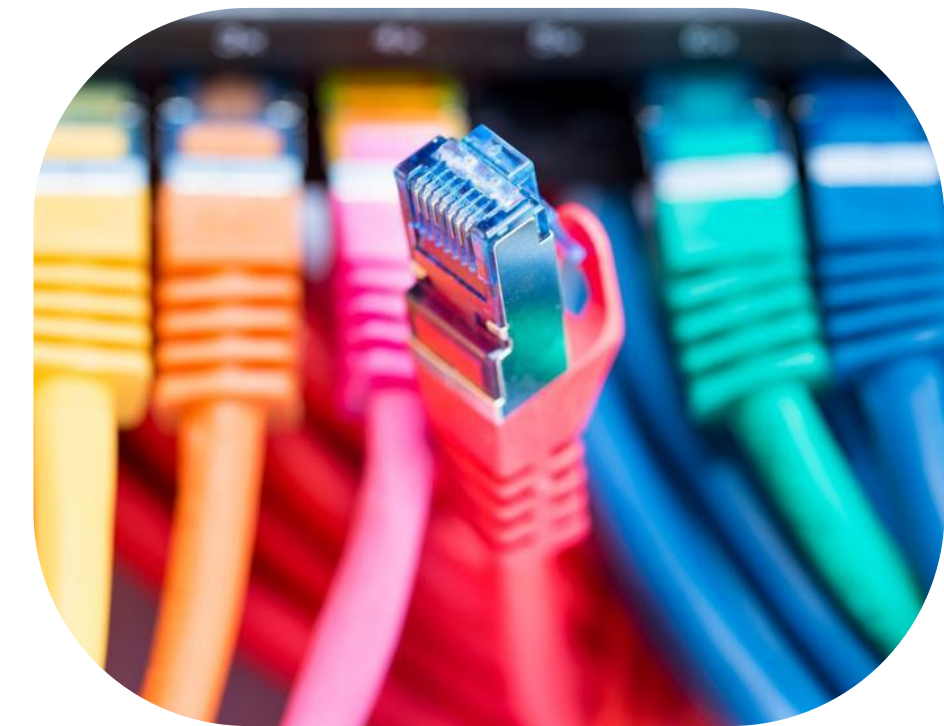
- **Tech-supported Interview Analysis**

Some providers may scan for verbal and non-verbal cues to identify whether or not applicants are leveraging external support including via AI

- **Technical Support across Devices**

Applicants might be able to complete interviews on a laptop, regular computer, tablet and even mobile phones

What are the technical requirements of a pre-recorded interview?



Stable internet connection



Microphone and headphones



Proper lighting
(front-facing is best)



Clean and professional background

How can I present my best self on camera?



Most importantly,
BE YOURSELF



Dress as if
attending an in-
person interview



Neutral colours are
always a safe bet



Avoid distracting colours,
patterns or logos

What kind of questions should I expect?



Fit

Tell us about yourself.
What makes you a good fit
for this position?



Technical Skills

Tell us about your
experience with
(technical areas X, Y
and Z)



Competencies

Please describe a time
when you
(competency areas X,
Y and Z)



Values and Behaviours

Based on the scenario
provided and your previous
experiences, please indicate
your approach to X, Y and Z

How do I prepare for these potential questions?



How do I prepare?

- Review **Job Description** with a focus on Organizational Context and Duties & Responsibilities
- Prepare on **advertised competencies** and associated **behaviours**
- Identify **potential questions**
- Think of **relevant and genuine examples** given the complexity and level of the position.

What might be included?



4 - 5 questions



1 to 2 minutes
preparation time-
3.5 to 5 minutes
speaking time per
question



At times, a written assessment
via same platform

How should I structure my answers?



SMART

S = Situation

M = Mission

A = Action

R = Result

T = "Teach-ability"



STAR

S = Situation

T = Task

A = Action

R = Result



CAR

C = Context

A = Action

R = Result

PAST behavior is the best predictor of
FUTURE behavior

Real life examples focused on your impact



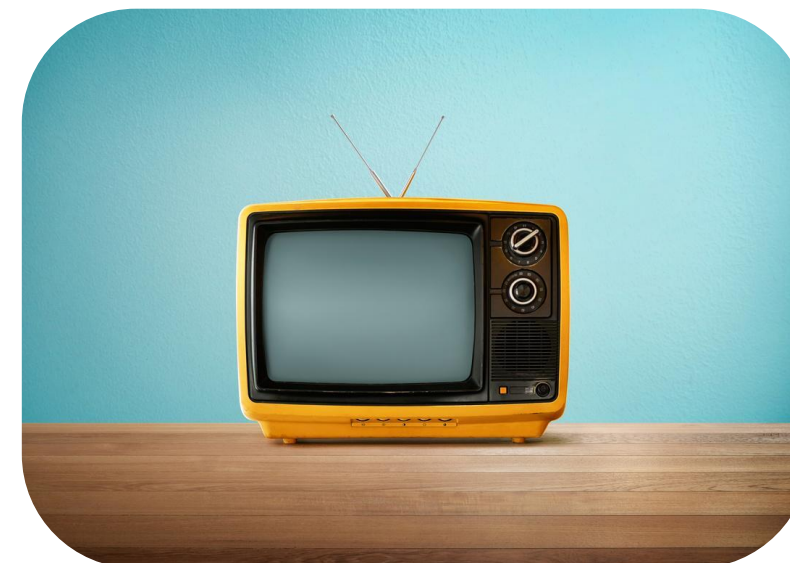
Tell us about yourself



Choose 3 key messages



Start with the **present**



Emphasize relevant **past experiences**, skills gained and qualifications obtained



End with the **future**
- why you are excited about the opportunity
- summarize why you are a good fit for the position

Approximately 3 min

Why do you consider yourself a strong candidate?



INTRO

Here are the top three reasons why I think I am a good candidate...



THREE POINTS

- Experience (X years working in Z role)
- Skills gained (interpersonal, planning, organizing...)
- Traits (resilience, calm under pressure)

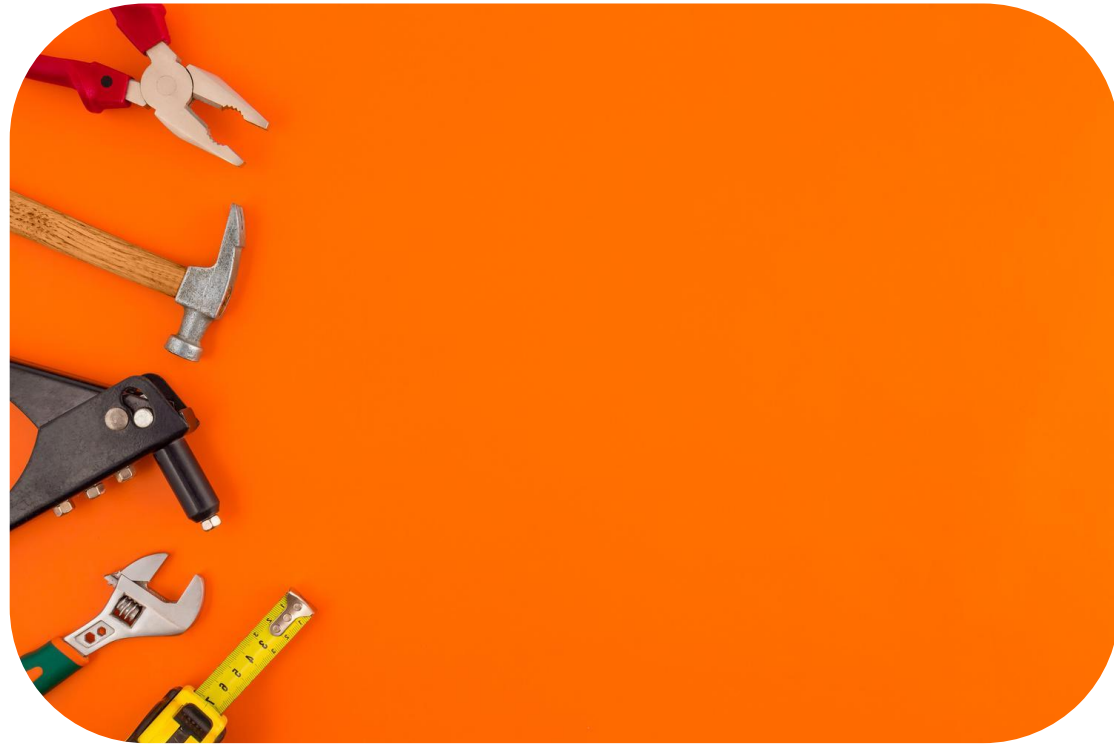


SUMMARIZE

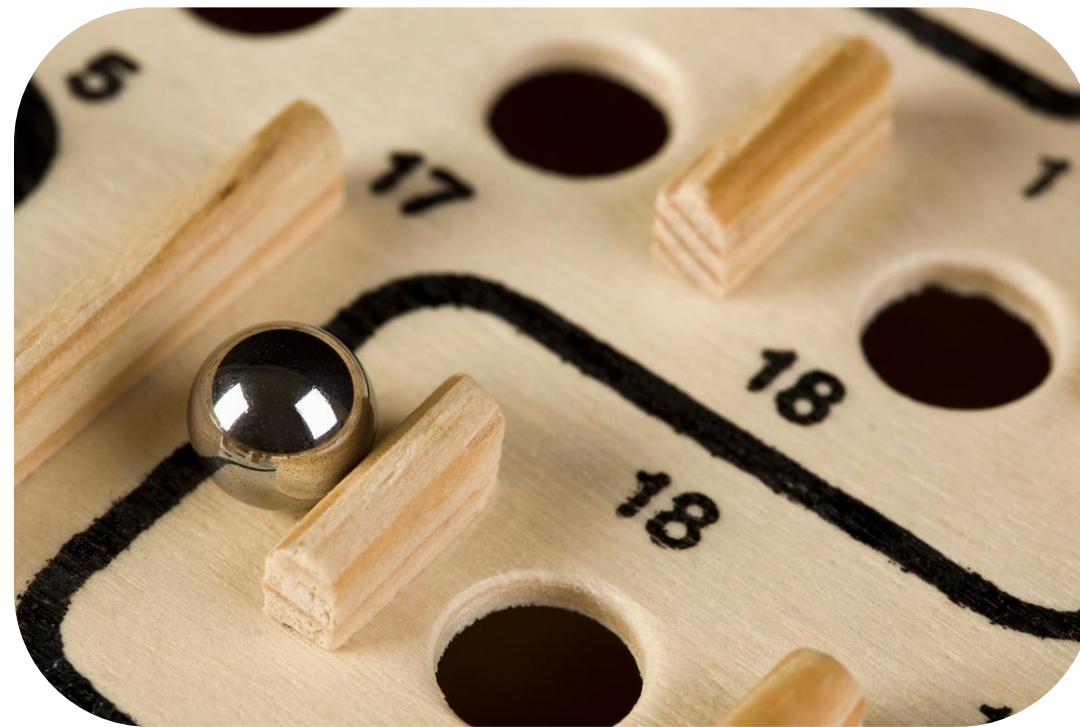
- I believe my experience, skills in X, Y and Z as well as 1, 2 and 3 make me a good candidate for this position

Approximately 3-5 min

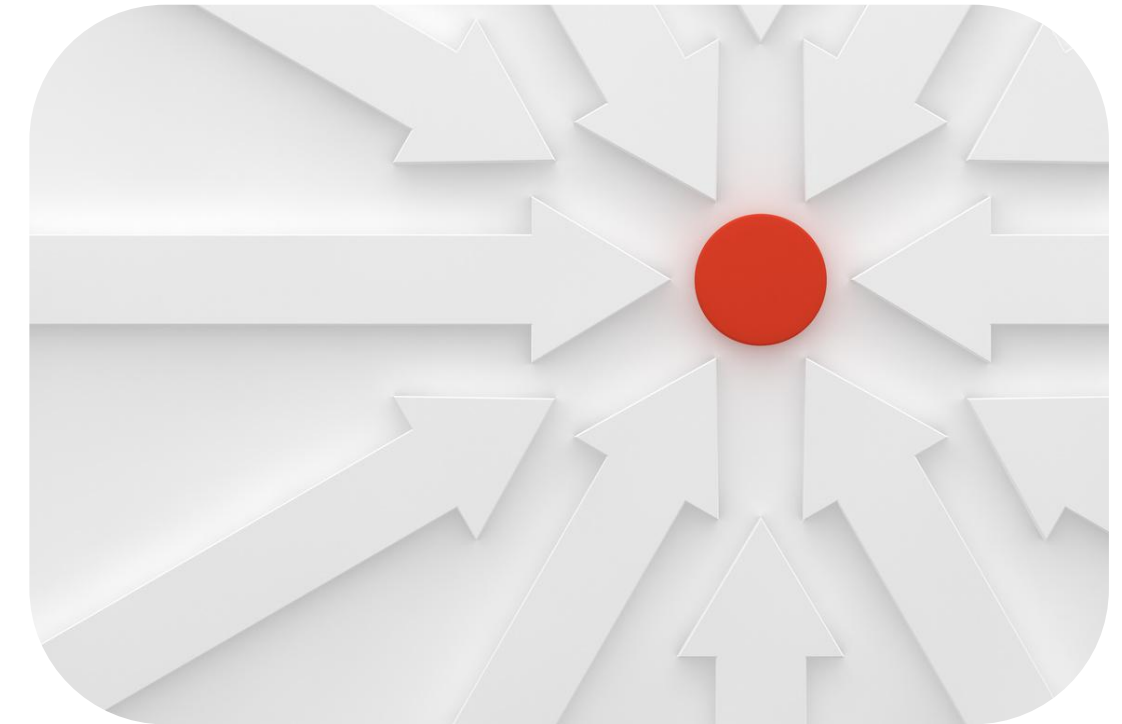
Answering Technical Questions



Technical questions
require technical
answers



Information must be structured in
a way to give a response that is
evidence to the breadth and depth
of your technical knowledge



Prioritize what is most important
and focus on your past
professional experiences and
transferable skills

Approximately 3-5 min

Use “I” statements while emphasizing your contributions to the team



Cultural, Gender, Personality Differences in Interview Settings



Let us know your thoughts
about the session!

 Click **here** or scan the QR code.

Survey: Video Pre-Screening
Interviews for Career Tips
Thursdays



Evaluation Form

Upcoming Career Tips Thursday sessions

How to Spark Career Conversations

UNIDO, UNDP

(24 September 2026)



**Thanks
for
your
participation!**