

Video Questions User Guide

Video Question lets candidates record a short video response to a prompt you define. Use it to assess reasoning, communication, and decision-making without scheduling another live interview.

When to Use Video Questions

You can add a Video Question at any stage of your workflow.

After a coding exercise

Add a short (3–5 minute) video follow-up to:

- Confirm the candidate understands their solution
- Evaluate trade-offs (e.g., performance vs. readability)
- Understand architectural decisions
- Ask how they would adapt the solution under new constraints
- Clarify AI Assist usage and validation process
- Filter for depth before technical interviews

Common prompt examples

- “Walk us through your solution and key decisions.”
- “What trade-offs did you consider?”
- “If requirements changed, what would you refactor first?”
- “Did you use AI tools? How did you verify the output?”

This step helps you identify candidates who can clearly explain and defend their work.

As an early screening step

Use Video Questions at the top of your funnel to:

- Evaluate communication skills at scale
- Replace or reduce HR pre-screen calls
- Ask structured behavioral questions
- Assess motivation and clarity of thinking
- Reduce scheduling overhead
- Move faster in high-volume roles

Common prompt examples

- “Tell us about a technically challenging problem you solved.”
- “Describe a time you handled disagreement on a team.”
- “Why are you interested in this role?”

Review responses asynchronously and invite only qualified candidates to interviews.

When Video Questions Add the Most Value

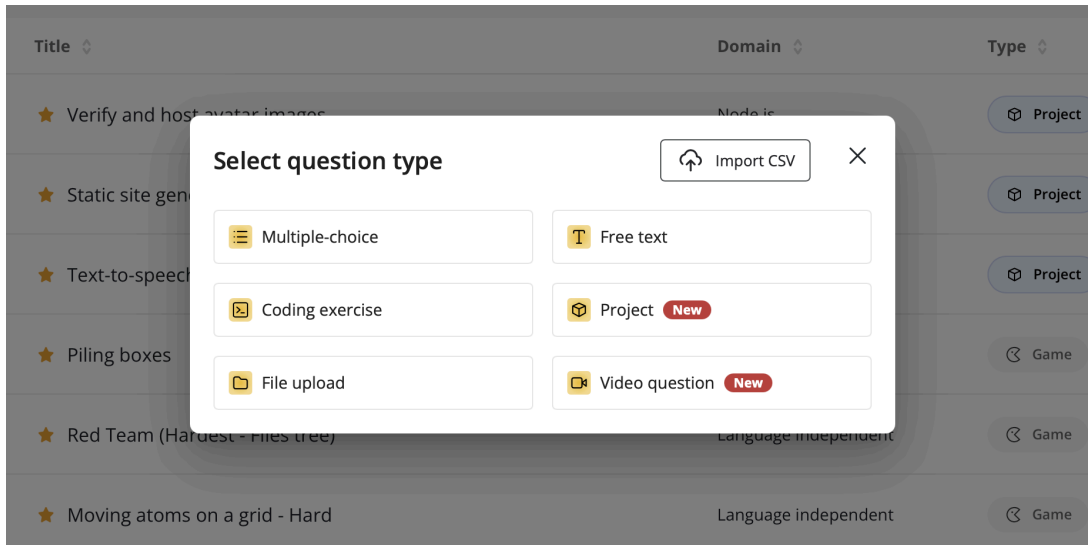
Video Questions are especially effective when:

- Application volume is high
- Interview bandwidth is limited
- Communication is critical for the role
- You want stronger signal before committing engineering time

How to Create a Video Question

Follow these steps to create a new Video Question from your dashboard.

1. From your dashboard, go to **Questions**
2. Click **Create Question**
3. Select **Video Question**



Add Instructions

Enter clear, specific instructions for the candidate.

Include what you expect them to explain and any constraints (e.g., time limit, focus areas, whether to reference a previous exercise).

The screenshot displays a software interface with a top navigation bar. The 'Instructions' tab is active, showing a list of instructions. The interface includes a 'Preview' button and a 'Save' button. The main content area contains a rich text editor with a toolbar and a text area with the following content:

Paragraph ▾ B I ≡ ▾ ☰ ☒ 🔗 🖼️ ✂️ </> √x Source

Please record a short video (3-5 minutes) explaining:

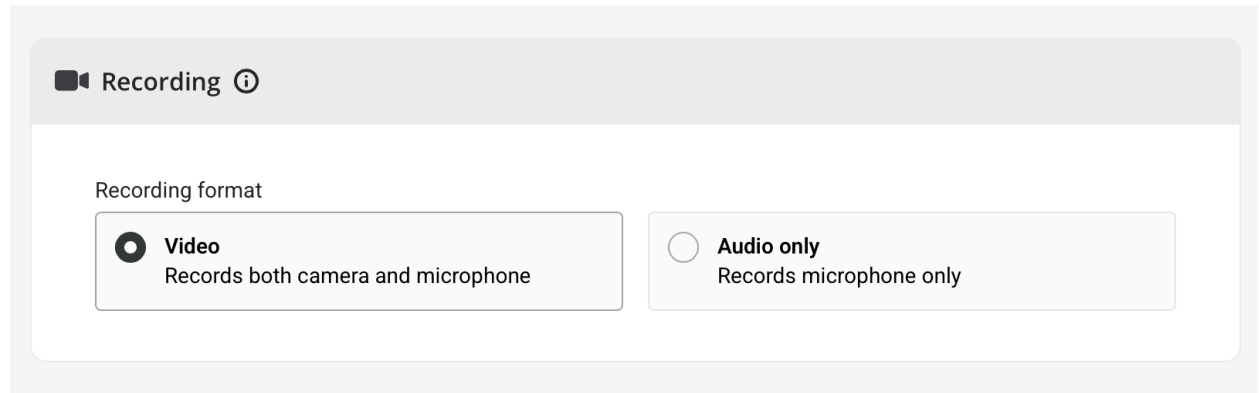
- How you approached and completed the project exercise
- The key decisions you made and why
- Any trade-offs or challenges you encountered
- How you used AI tools (if at all) during the process

Tip: Focus prompts on reasoning and decision-making rather than broad storytelling.

Select Recording Format

Choose the response format:

- **Video recording** (camera + audio)
- **Audio-only recording**



The image shows a user interface for selecting a recording format. At the top, there is a header with a camera icon, the text "Recording", and an information icon. Below this, the text "Recording format" is displayed. There are two radio button options: "Video" (selected) with the subtext "Records both camera and microphone", and "Audio only" with the subtext "Records microphone only".

Create Evaluation Criteria

Define how the response will be assessed.

Add structured evaluation criteria such as:

- Clarity of explanation
- Depth of reasoning
- Trade-off awareness
- Communication skills

For each criteria:

- Assign a **weight**
- Set the **maximum points**

Evaluation criteria (100pts in total) ⓘ

Effective Use of AI Assist (35pts) ^			
Label ⓘ	Skill ⓘ	Weight ⓘ	Points ⓘ
Effective Use of AI Assist	AI Fluency	1 ▾	35

Problem solving (35pts) ^			
Label ⓘ	Skill ⓘ	Weight ⓘ	Points ⓘ
Problem solving	Problem solving	1 ▾	35


Communication Clarity (30pts) ^			
Label ⓘ	Skill ⓘ	Weight ⓘ	Points ⓘ
Communication Clarity	Communication	1 ▾	30

+ Add criterion

Configure Question Settings

In the **Settings** section, define:

- Difficulty level
- Expected duration
- Total points

 **Settings**

Question title

Domain

 ⓘ

Difficulty

 ⓘ

Duration

 ⓘ

Points

 ⓘ

Advanced settings ▾

Save Your Question

Click **Save** to publish the question to your library.

You can now add this Video Question to any test.

Adding a Video Question to a Test

To include a video question in a test:

- When creating or editing a test, go to the Questions section.
- Click Add question.
- In the advanced filters select the domain where your video question was created.

Question bank Ex. title, skill, etc. Advanced search ×

Question bank All	Domain Video
Skill All	Type All
Difficulty All	Duration All

★ VIDEO Video follow-up question 100 pts 05:00

- Find the video question in the list.
- Click on the question to select it.
- Click Add to add question to your test

Video follow-up question ×




Points: 100
undefined (100)

Statement:










▶ Preview + Add

- How you approached and completed the project exercise
- The key decisions you made and why
- Any trade-offs or challenges you encountered
- How you used AI tools (if at all) during the process

The added video question will be shown in test questions.

 Your test  

Add a question Add a random block

VIDEO	Video follow-up question 	 100 pts	 05:00	
REACT	TODO List Project - Test 	  400 pts	 35:00	

Click Save to save changes.

The video question will now appear in your test and will be presented to candidates during the assessment.