



# Think Interview

AI-Powered Interviews. Uncompromising Integrity.



# Online Interviews Have Scaled Faster Than The Structure Supporting Them.

Video and remote interviews are now standard across hiring workflows. However, many online interview processes still rely on manual judgment, inconsistent formats, and fragmented data — limiting their effectiveness at scale.

## Common Challenges In Online Interview Workflows Include:



High recruiter effort to review and compare recorded or live interviews.



Variability in evaluation criteria across interviewers and teams.



Limited safeguards for identity verification and interview integrity.



Interview outcomes stored as recordings or notes, not structured insights.



Decisions influenced by subjective impressions rather than comparable evidence.



# Core Capability



## Job Roles & Skills Framework

Purpose-Built Interviews For Every Role



### Job Role Configuration

Custom Role-Based Competency Mapping



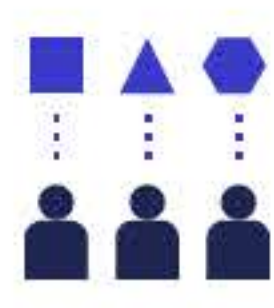
### Functional vs Behavioral Skills

Weighted Skills Based On Role



### Template-Driven Interview

Role-Based Competency-Linked Interview Templates



### Candidate Characteristics Profiling

Holistic Personality And Workstyle Assessment



### Global Competency Framework

## Cheating-Proof Integrity Layer

Multi-Layered AI Secures Every Interview



### AI UFM Detection + Credibility Score

Real-Time UFM Monitoring And Credibility Scoring



### Configurable UFM Rules

Custom Escalation Thresholds And Deductions



### Candidate Authentication

AI Identity Verification With Fallback



### Room Sanitization Scan

Pre-Interview Environment Security Scan



### Additional Camera Support

Multi-Angle Monitoring With Secondary Cameras



# Interview Experience

From waiting room to final panel, every interaction is professional, structured, and smooth for candidates and interviewers alike.



## Multi-Panel Support

Enable multiple panel members to participate in the evaluation process.



## Active Speaker + Multi-Layout Video

Dynamic layouts adapt to speakers for seamless panel engagement.



## Session Recording

Record interviews with templates, timestamps & integrity event markers

# Smart Scheduling

Eliminate Scheduling Chaos. Focus On Assessment.



## Smart Session Scheduling

One Workspace. Total Interview Control.



## Time zone Intelligence

Seamless Global Time Zone Coordination



## Automated Notifications

# AI Insights & Interactive Dashboard

## AI-Generated Insights



### Core Competency Analysis

AI scores responses against competencies for objective, evidence-based evaluation.



### AI Summary + Transcript

Every interview is auto-transcribed and AI-summarized—so panelists decide, not document.



## Interactive Dashboard

Real-time hiring command center. Live. Visual. Actionable.



### Live Session Monitor

Real-time dashboard tracks integrity, participation, and session health.



### Competency Coverage chart

Live view shows assessed skills and gaps for timely intervention



### Integrity Alert Feed

Live feed shows UFM events, credibility dips, authentication alerts.

# Three Decision-Ready Reports

Each report is purpose-built for a different stakeholder structured to give everyone the right insight in the format they can act on.



## Candidate Report

Decision-Ready Evaluation

-  AI Score + Interviewer Score
-  Functional vs Behavioral Skills
-  Global Competency Framework
-  Template-Driven Assessment
-  Candidate Characteristics Profiling

### Hazel Spriggs

**95**/100  
Highly Recommended

Evaluated

**96%**  
AI Score

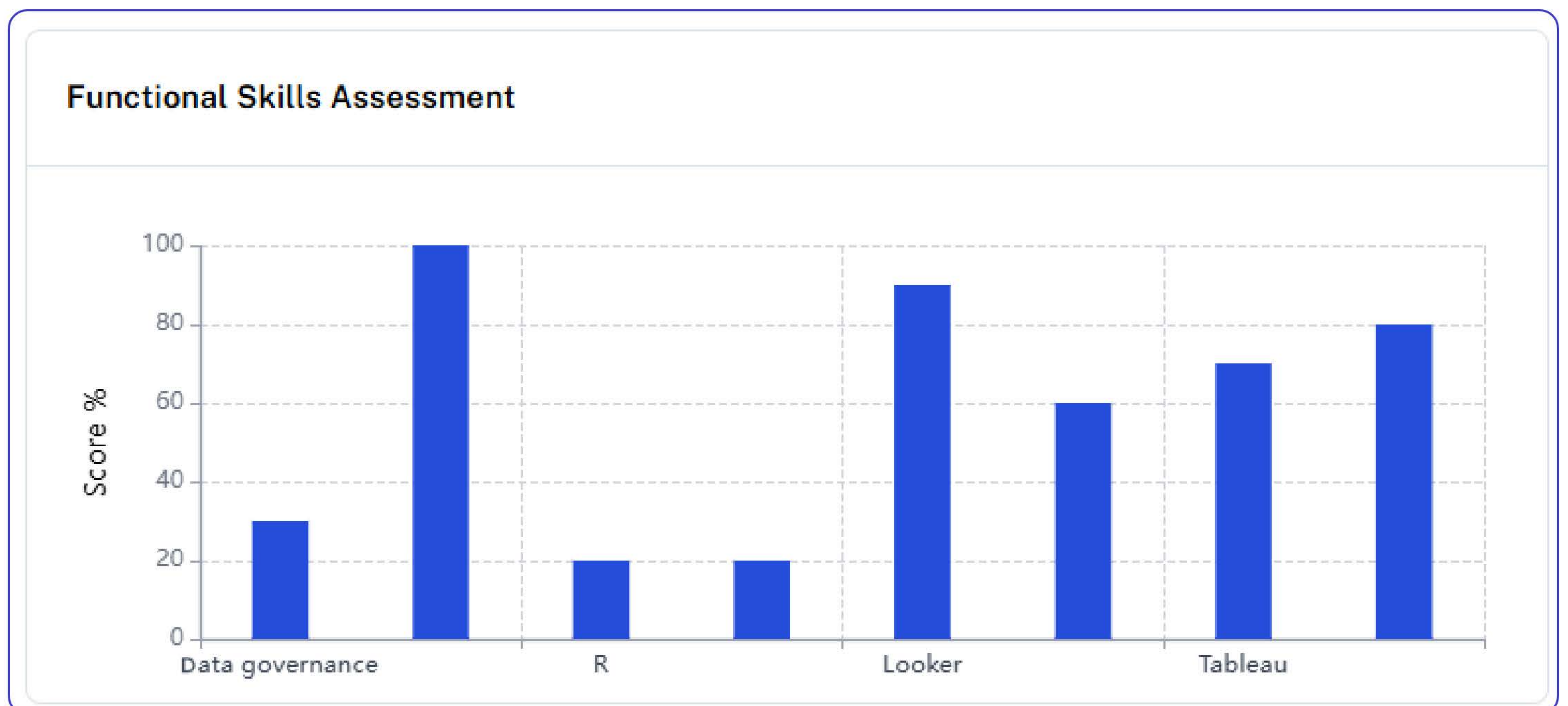
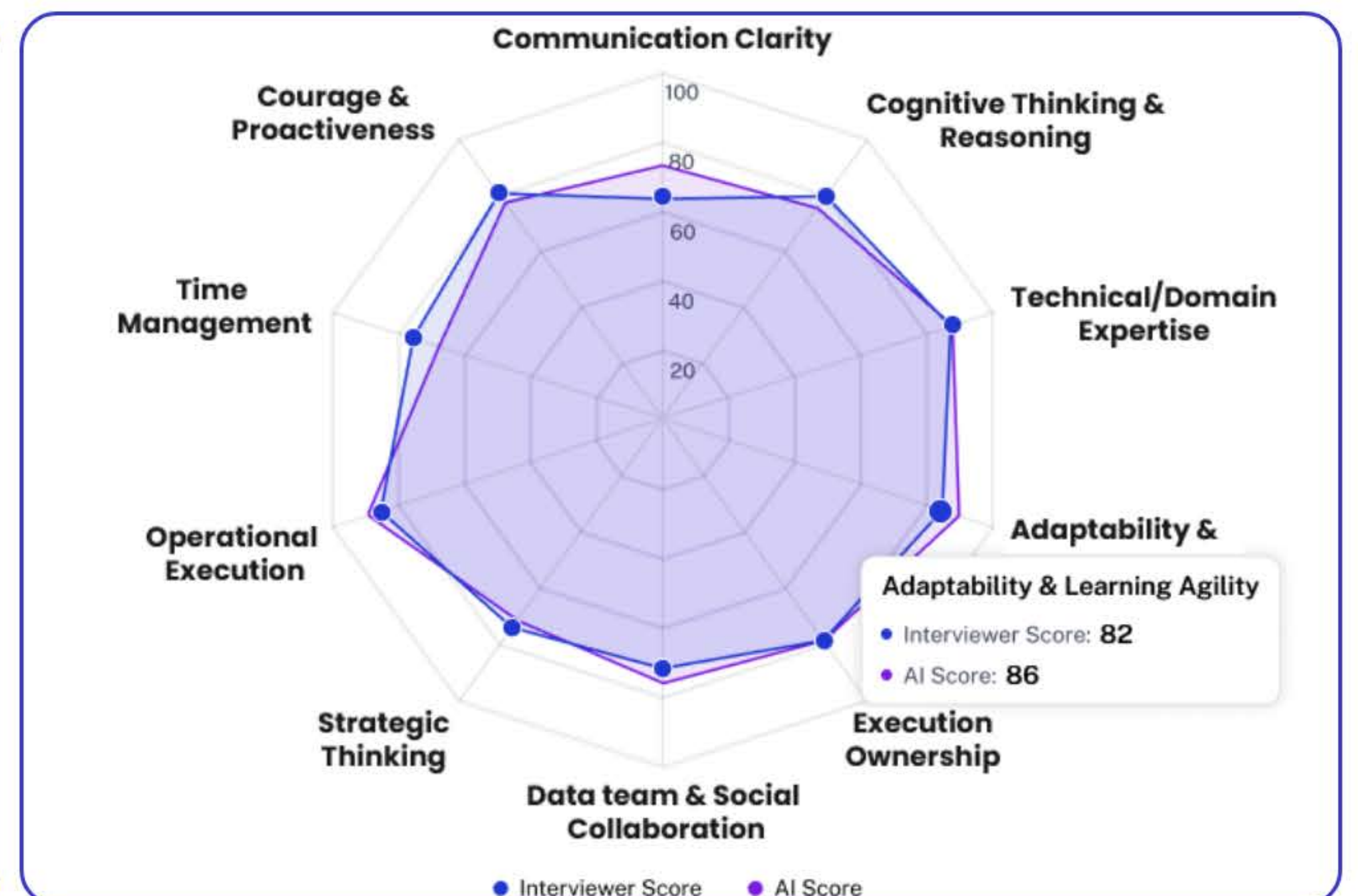
Functional: 82% Behavioral: 78%

**90%** Credibility Score

**Interviewer Comment**

Nagarjuna Akkineni **90%**

"Strong technical performance & clear communication skills. The candidate demonstrated good problem solving abilities."



# Interviewer Report

## Quality & Consistency Analytics



Competency  
Coverage KPIs



Scoring  
Consistency  
Metrics



Coverage  
Gap Analysis



Calibration  
Insights

### Clemente Buckley

✉ Clemente.Buckley07@gmail.com

Total  
Interview



105

On Time Start



73%

Follow-up  
Quality



87%

Interviewer  
Avg. Score



85%

Recommended



90

On-time  
Feedback



30%

#### Strengths & Opportunities

##### Strong Areas

- An in-depth evaluation of a candidate's core technical expertise and problem-solving approach

##### Improvement Needed

- Explores deeper insights by asking situational follow-up questions to validate behavioral responses

#### Interview Quality Assessment [View Details](#)

88

##### Question Depth

Asks insightful follow-up questions

50

##### Communication Style

Clear but not professional throughout

75

##### Time Management

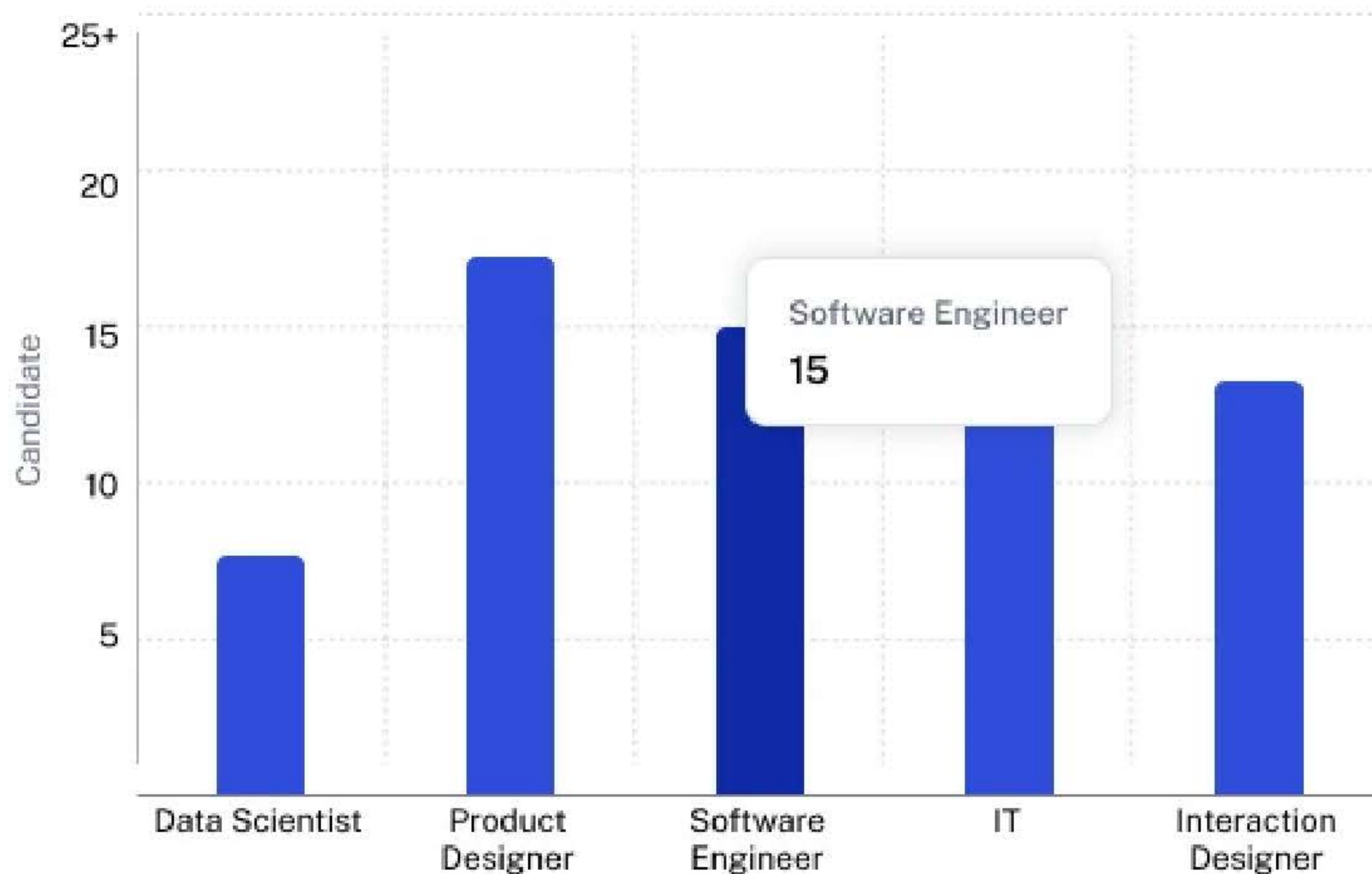
Sometimes runs over allocated time

85

##### Technical Assessment

Good at evaluating technical skills

#### Interview Distribution Across Roles



#### Interaction Patterns

Shows interviewer behavior patterns when interacting with different candidate types



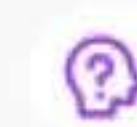
##### With Confident Candidates

More challenging questions (+25%)



##### With Nervous Candidates

Extra encouragement and breaks



##### With Reserved Candidates

Dives deeper into answers, sometimes extending discussions longer than needed.



##### With Over Talkative Candidates

Often skips parts of the assessment to manage time.

# Template Report

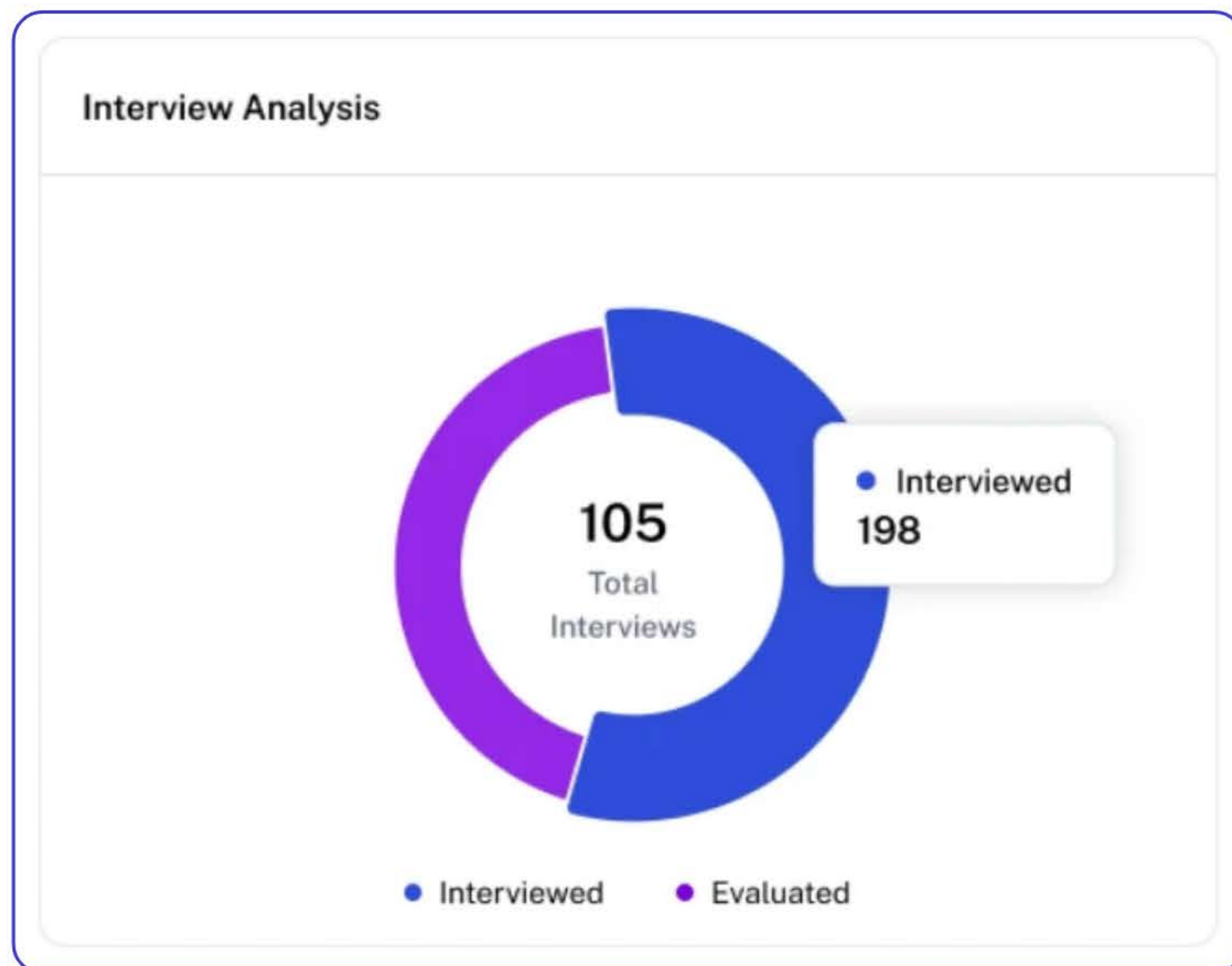
The Template Report turns interview templates into measurable hiring assets revealing usage trends, competency coverage & effectiveness to drive data-backed improvements.

 Usage Analytics	 Predictive Effectiveness	 Competency Coverage Rate	 Optimization Signals	 Template Comparison
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### Data Scientist

David Brown | Data | Technical | 30/01/2025

Total Interview 105	Adoption Rate 68%	Avg. Candidate Score 82%	Avg. Credibility Score 87%	Effectiveness Score 84%
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#### Competency Criticality Matrix

<b>82</b>	<b>Technical Skills</b> Clear articulation of ideas, well-structured responses, appropriate technical language usage	High
<b>45</b>	<b>Communication</b> Quick to grasp new concepts, flexible thinking approach, embraces challenging scenarios	Medium
<b>35</b>	<b>Problem Solving</b> Solid technical foundation, good understanding of best practices, practical application skills	Low
<b>80</b>	<b>Cultural Fit</b> Takes responsibility for outcomes, demonstrates accountability, follows through on commitments	High

# ATS & HR Tech Integrations

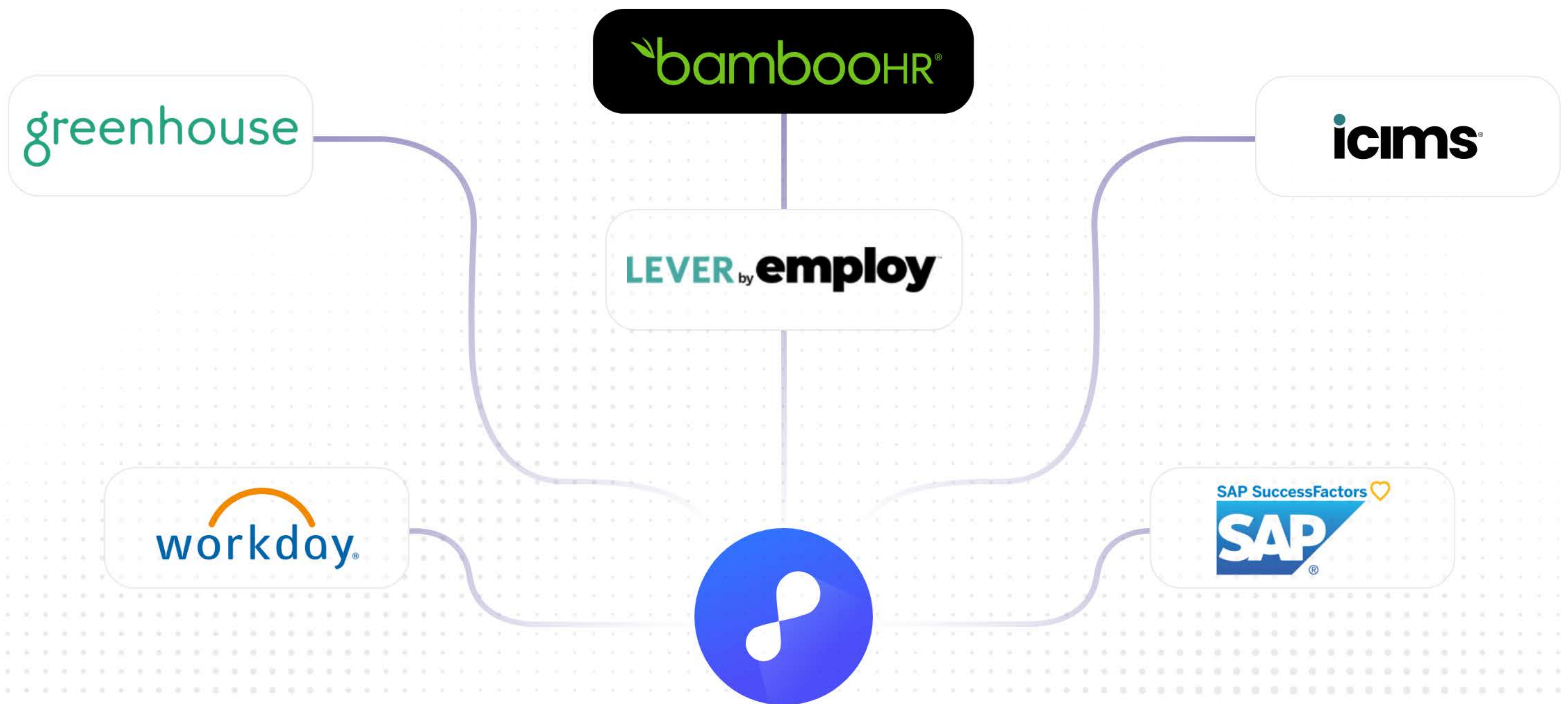
Think Interview integrates seamlessly with:

ATS / HRMS platforms

Assessment & hiring systems

Corporate & university portals

Designed for easy deployment within existing hiring ecosystems.



## Why Think Interview ?



# Hire Smarter. Hire Faster. Hire Right.

Think Interview is the last interviewing platform you will ever need.

**Book a Demo Today**

