



## Job Interview Training

### Summary

- Users learn job interview skills by practicing with Molly Porter, a simulated HR manager.
- Molly is prepared to ask hundreds of common interview questions and provide a different experience each time she conducts an interview.
- Users receive ongoing feedback on their progress and post-interview scores on their mastery of the learning objectives.
- As an option, users can fill out a job application form, and Molly will use the information to customize the interview.

### Funding & Research

- The training system was developed with support from the National Institute of Mental Health (Grant # 5R44 MH 080496)
- System development was in collaboration with Yale University's Dr. Morris Bell, Northwestern University Feinberg School of Medicine, HR managers, vocational rehabilitation counselors and job interview trainers.
- Research participants included veterans with PTSD, people with autism, and people with chronic mental illness.
- Participants conducted an average of 24 practice interviews, and reported that they were engaged by the training.
- After training, research subjects were judged to be:

- ✓ Easier to work with
- ✓ More interested in the job
- ✓ More professional



### Learning Objectives

After completing a series of practice interviews, users will be able to:

- Make a good first impression and maintain rapport throughout the interview
- Tell the interviewer about personal strong points for the job
- Ask questions to learn about the job and negotiate best arrangements for employment
- Maintain a positive attitude throughout the interview
- Have increased confidence and comfort level during the interview



### Seat Time

- Approximately 45 minutes of e-learning material.
  - Simulated conversations last 20-25 minutes.
  - Average user will require 5-7 hours to achieve mastery of the learning objectives, but can learn the basics in a few hours.
- NOTE: Figure does not account for longer-term "refresher" sessions, which will vary by user.