

THE BEST QUESTIONS TO ASK WHEN CONDUCTING REMOTE INTERVIEWS

When conducting remote interviews for a localisation role, there are a few key questions that will give you the best insight into the qualifications, experience and personality of the candidate. In this infographic, we outline the benefits of hiring remote employees and the questions that you should ask to get the most out of the interview process.



THE BENEFITS OF HIRING REMOTE EMPLOYEES

Remote workers can be a great asset to your company because they are often more productive than office-based employees. With more flexibility over their daily schedules, remote employees report feeling happier and more engaged overall.

In addition to increased productivity, engagement and job satisfaction, other benefits of hiring remote employees include:

- It enables the company to save significant amounts of money on office space and other related costs
- You have the opportunity to tap into a global talent pool, which is a huge advantage in today's competitive job market
- It is much easier to find qualified remote workers than it is to find qualified employees who live near your company's office
- Turnover rates decrease, leading to further cost savings
- The environment endures less abuse from employees commuting to and from the office



QUESTIONS TO ASK WHEN CONDUCTING REMOTE INTERVIEWS

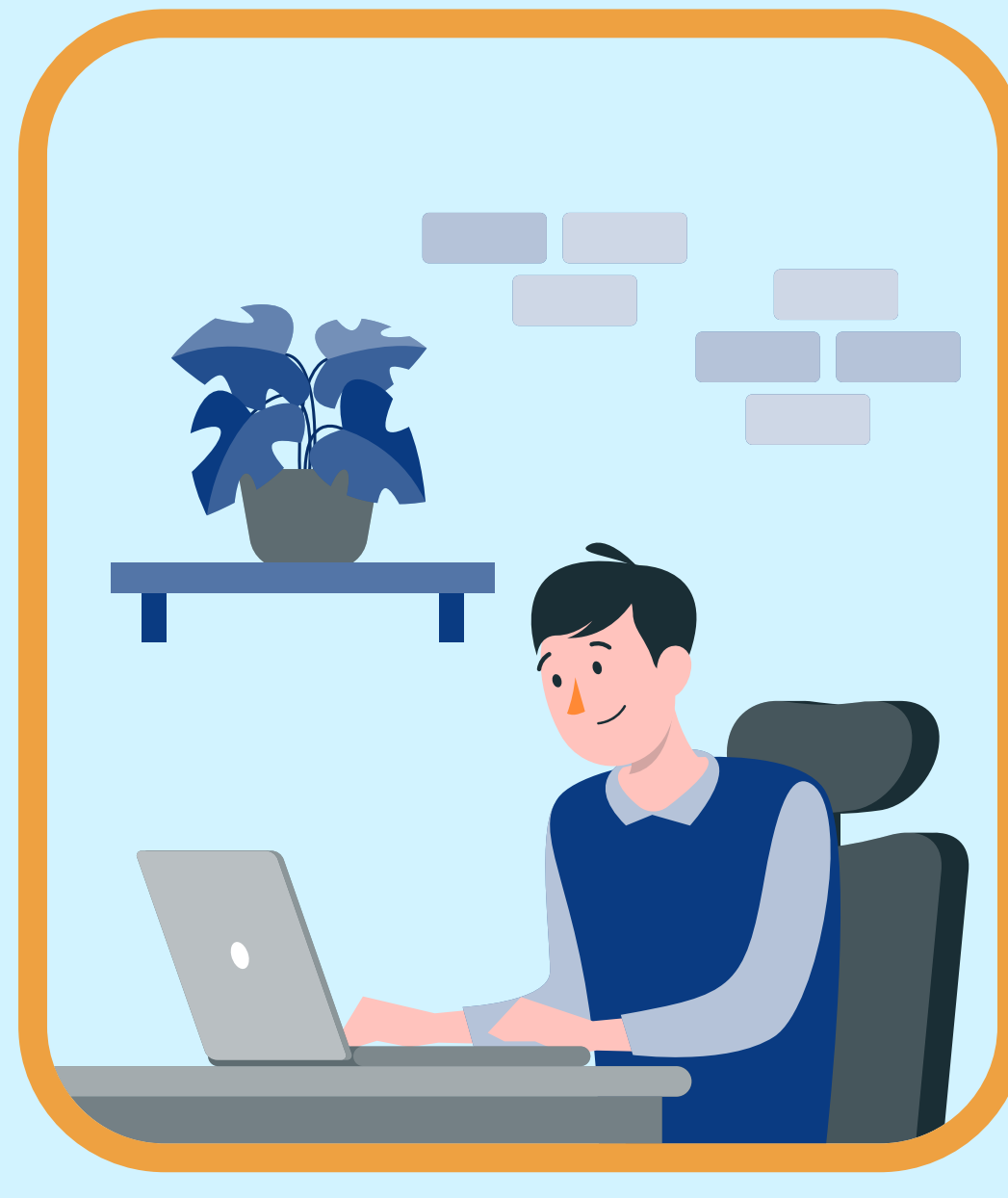
1. HAVE YOU WORKED REMOTELY BEFORE?

One of the first things you'll want to determine is whether or not the candidate is suited for a remote role, so ask them if they have any experience working remotely.

If the answer is yes, ask some follow-up questions about what type of work they did, for how long, and what their experience was like.

If the answer is no, that's not necessarily a dealbreaker. Just be sure to ask additional questions about the candidate's ability to work independently and stay motivated without supervision.

You can also ask them about a time they faced a challenge while working remotely and how they overcame it. This will give you some insight into how resourceful and adaptable they are when working outside of a traditional office setting.



2. WHAT DO YOU THINK ARE THE MOST ESSENTIAL QUALITIES FOR SUCCESS IN THIS ROLE?

This question allows you to get a sense of the qualities and skills the candidate deems necessary for success in the role. It's also a good way to start a discussion about the specific requirements of the job and how they relate to the candidate's own strengths and weaknesses.

Additionally, ask them to consider which qualities make them suitable for a remote position in general, such as time management, communication skills, the ability to work under little or no supervision and a collaborative outlook.

3. HOW DO YOU FEEL ABOUT RECEIVING FEEDBACK VIRTUALLY?

When communicated correctly, employee feedback can benefit the company as a whole by reducing employee turnover, improving productivity levels, and increasing engagement levels.

However, while constructive feedback is vital for personal and professional growth, some employees are more receptive to it than others. Asking this question at the interview stage will help you to weed out candidates that may be problematic down the line.



4. WHAT ARE YOUR GOALS FOR CAREER GROWTH IN A REMOTE SETTING?

The candidate's career goals must align with the company's objectives for its remote teams, so asking this question will give you a better understanding of your mutual compatibility. Talk about the necessary skills the candidate must have to meet your company's objectives and ask them how they see themselves fitting into that picture.



ADDITIONAL TIPS FOR CONDUCTING REMOTE INTERVIEWS

SET THE TONE

Since you're not meeting face-to-face, it's important to set the tone for the interview from the very beginning. Start by introducing yourself and your team, if applicable, and explain why you're excited to be speaking with the candidate. This will help to put them at ease and let them know that they're in good hands.



ASK ENGAGING QUESTIONS

Just because you're not in the same room doesn't mean you can't get to know the candidate on a personal level. Ask them about their work style, how they prefer to communicate with teammates, and what sort of environment they work best in. This will give you a better sense of whether or not they'll be a good fit for your team.



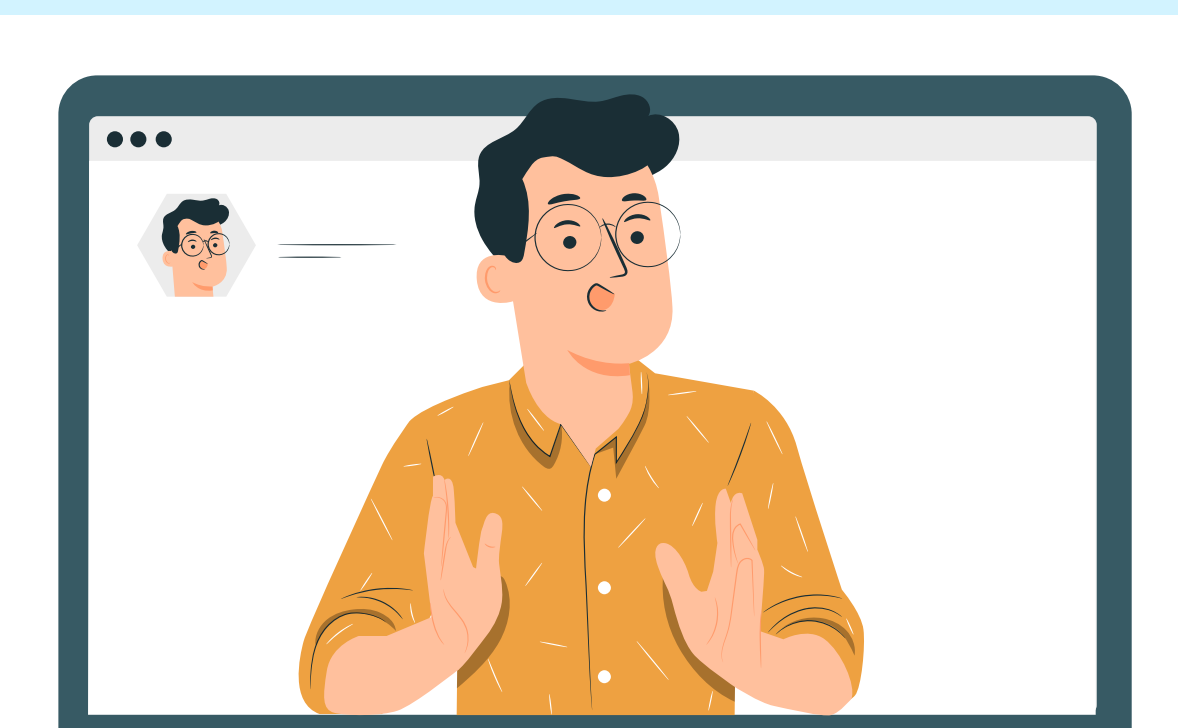
PAY ATTENTION TO NONVERBAL CUES

Nonverbal cues are a great indicator of how a person is feeling, but it can be difficult to read someone's body language through a screen. That means you'll have to pay even closer attention than you would in an in-person interview. If the candidate seems nervous or uncomfortable, take a break or switch gears and ask lighter questions until they feel more at ease.



ASK FOR FEEDBACK

At the end of the interview process, ask the candidate for feedback. This will help you to identify your strengths and weaknesses as an interviewer and give you insight into how you can improve for future interviews.



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