



# The USA Hire Working Group meeting will begin shortly.

*January 2023*

*Created by the Office of Personnel Management, USA Hire Program Office*

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# Menti Poll

What is your New Year's resolution?

Go to  
**Menti.com**  
and use code  
**6673 7288**



# What is your New Year's resolution?



Learn something new



Lose weight



Exercise more regularly



Get organized

0

Quit vice (e.g., smoking, drinking, etc.)



Travel



Other



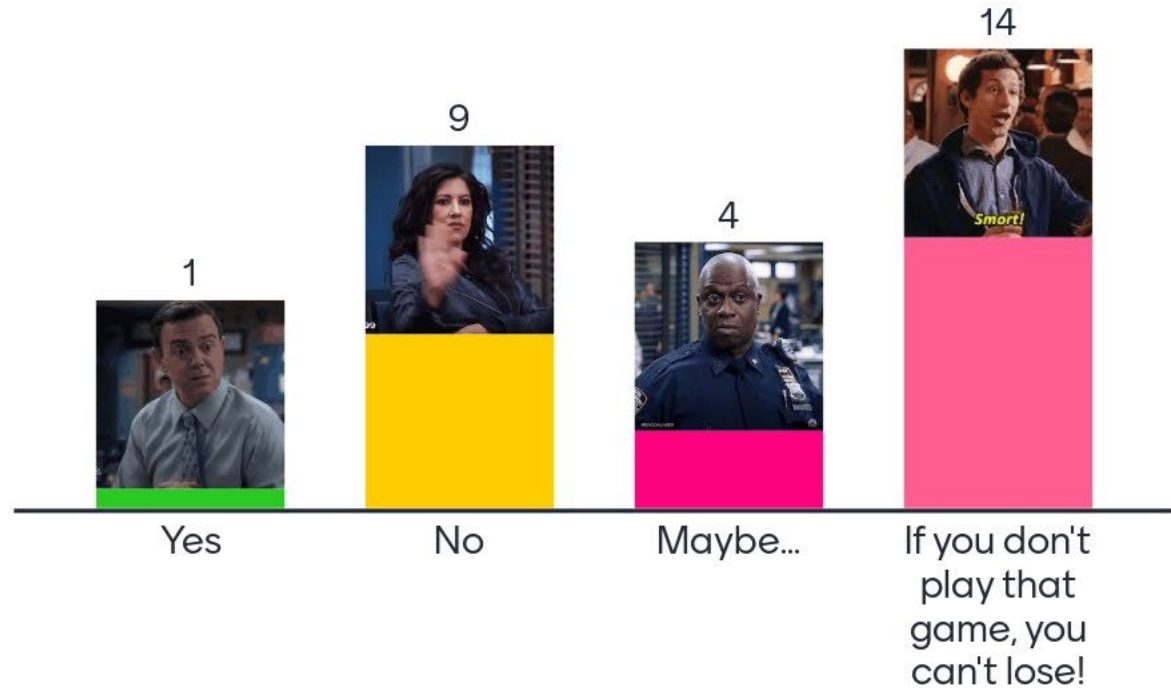
I don't play the resolution racket

# Menti Poll

"Have you broken your New Year's resolution yet?"

Go to  
**Menti.com**  
and use code  
**6673 7288**

# Have you broken your New Year's resolution yet?



# Agenda

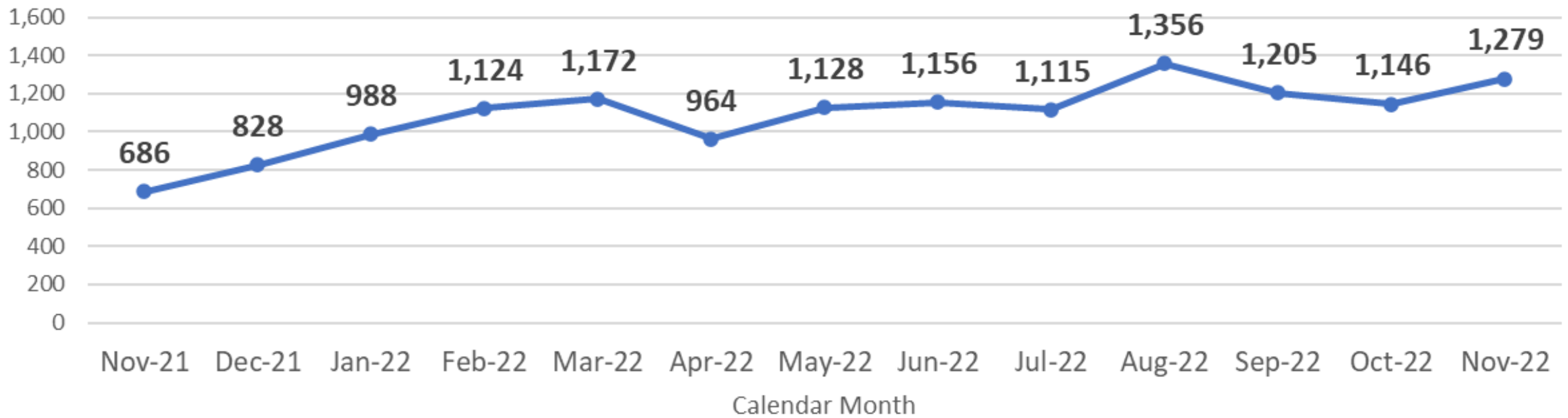
- USA Hire Data and Reports
- EO 13932 and Reporting
- USA Staffing Enhancements
- USA Hire Interview Update

# USA Hire Data and Reports

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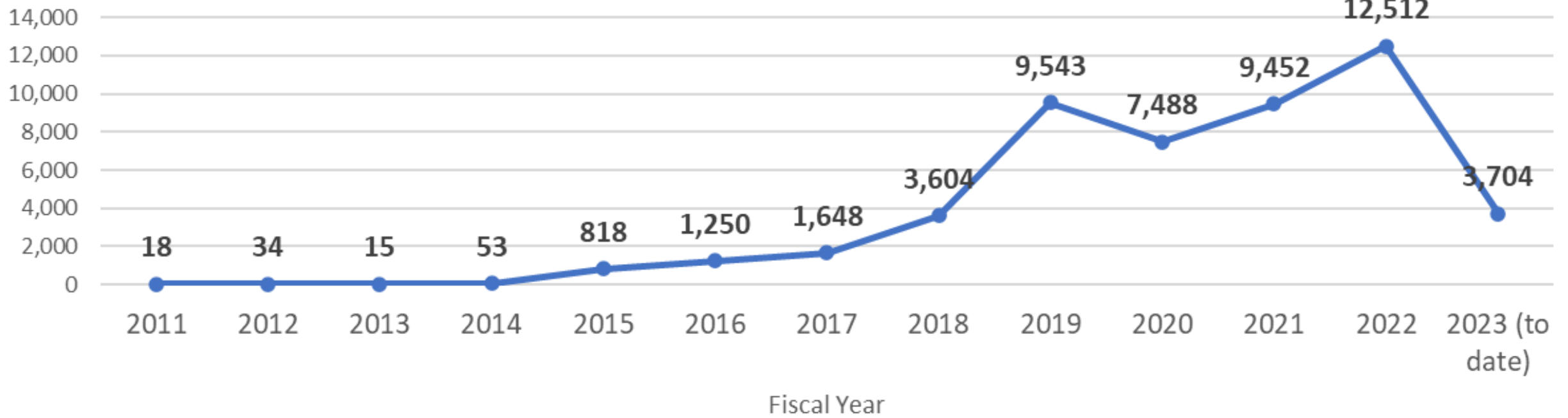
# USA Hire Monthly Volume

Number of JOAs Using USA Hire - Past 12 Months



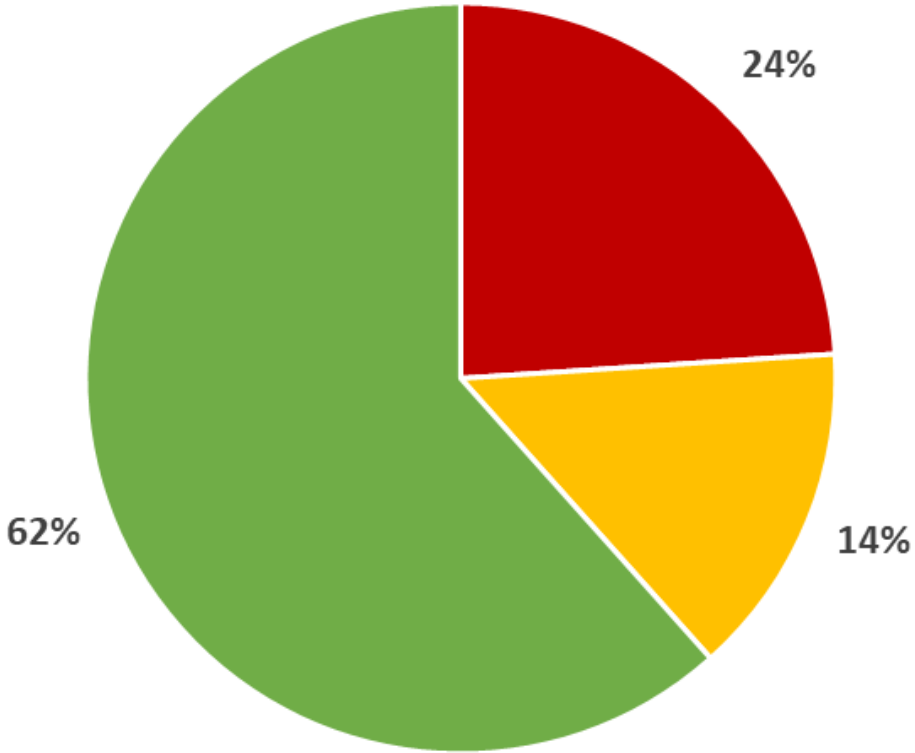
# USA Hire Annual Volume

Number of JOAs Using USA Hire - Since Inception



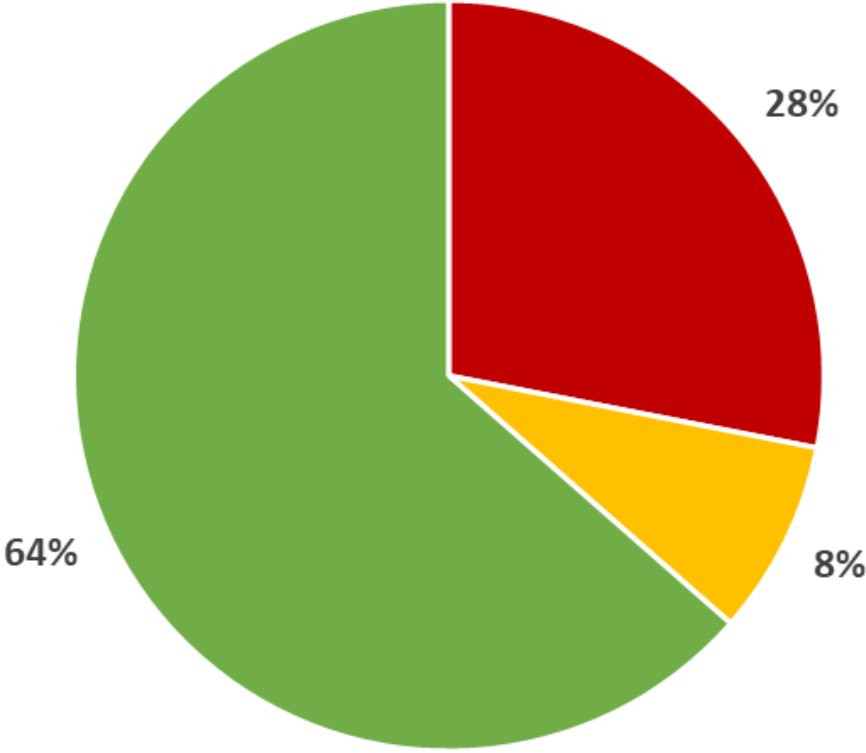
# Applicant Behavior

Applicant Behavior - Past 12 Months



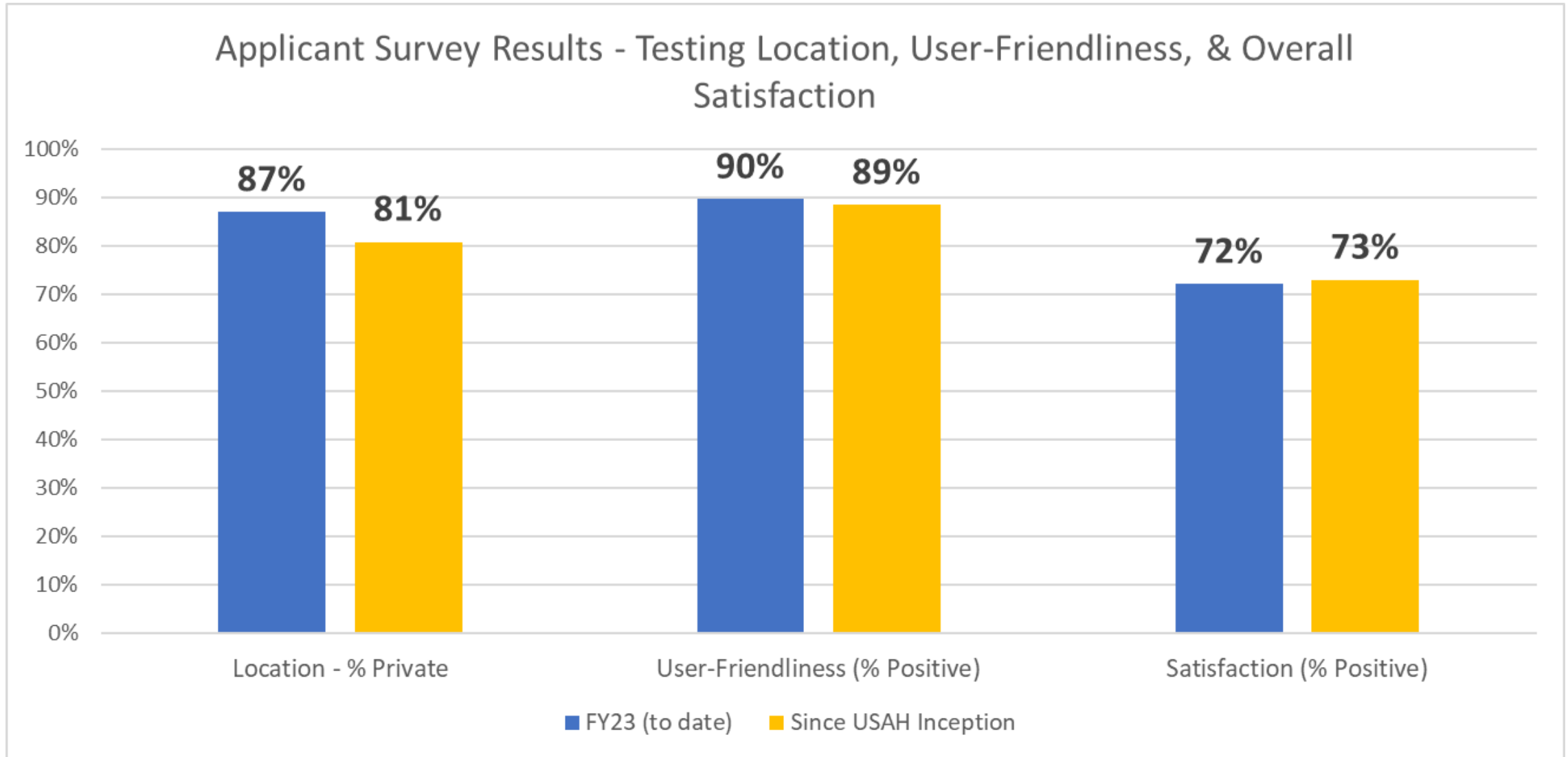
■ Did Not Start ■ Started, Did Not Finish ■ Completed Assessments

Applicant Behavior - Since Inception



■ Did Not Start ■ Started, Did Not Finish ■ Completed Assessments

# Applicant Feedback



# USA Hire Reports in Cognos Report

| Report Name                             | Description  |
|---|--|
| USA Hire Vacancy Log                    | Provides a list of vacancies that included a USA Hire assessment throughout an organization.   |
| Claimed Reasonable Accommodation Report | Provides a list of applicants who have claimed a reasonable accommodation eligibility so HR users can track the adjudication process for a VIN.  |
| USA Hire Tracking Report                | Provides a list of applicants pending USA Hire assessments (PA). This report also contains vacancy tracking information for applicant eligibility and USA Hire completion rates for a VIN. |

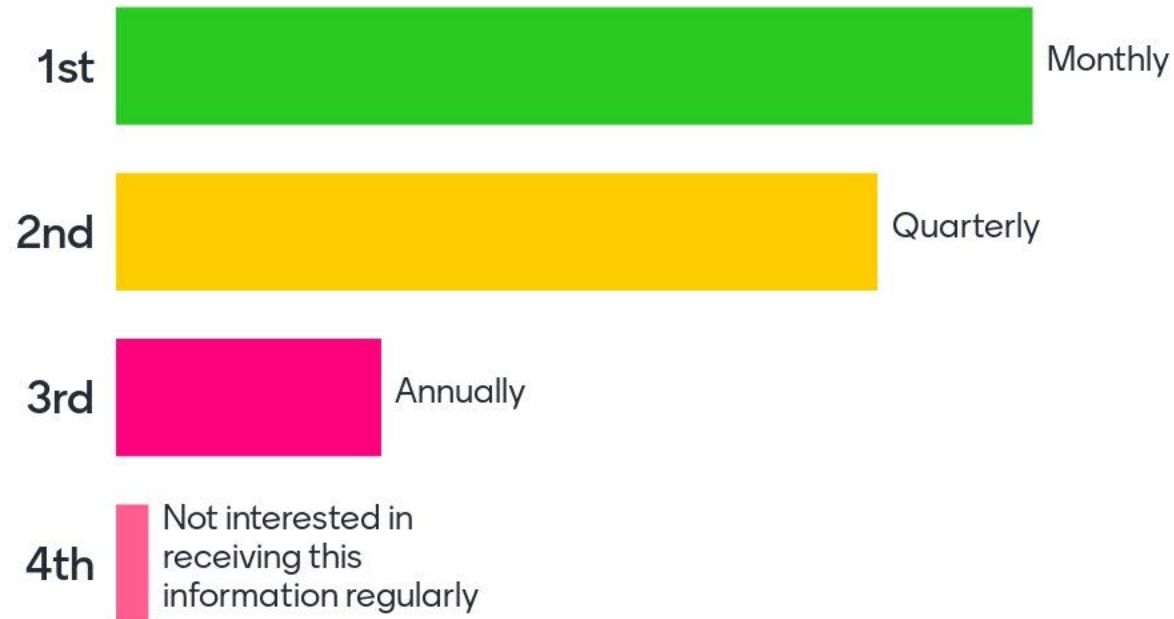
Directions on how to run these reports are in the USA Hire User Guide.

# Menti Poll

Would it be helpful to receive the USA Hire-wide data on a regular basis?

Go to  
**Menti.com**  
and use code  
**6673 7288**

# Would it be helpful to receive the USA Hire-wide data on a regular basis?



# EO 13932 and Reporting

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# EO 13932 Exempt Tag

A new system-level Appointing Authority tag has been added to easily identify announcements that should be excluded when evaluating agency compliance with EO 13932.

The screenshot displays the GSA D2D (Data to Decisions) interface. On the left, a sidebar titled "Vacancy Tags" lists various appointing authorities. The "EO 13932 Exempt" tag is highlighted in blue. The main content area is titled "Hiring Assessment and Selection Outcome Dashboard" and includes a "THE STATUS QUO" section with a text-based summary of hiring outcomes. A "Filters" panel on the right allows for refining the data by fiscal year, vacancy type, and appointment type.

**Vacancy Tags**

- Appointing Authority
- 30% Disabled Veterans Authority
- ACWA
- Competitive Service
- Declined Due to COVID-19 Vaccination Requirement
- Direct-Hire Authority
- Disabled Appointing Authority
- EO 13932 Exempt**
- Excepted Service
- Failed to Provide COVID-19 Vaccine Documentation
- Hybrid Title 38

**Hiring Assessment and Selection Outcome Dashboard**

**THE STATUS QUO**

Across the federal government, 96% of competitive, open-to-the-public job announcements relied solely on an applicant's answers to a self-assessment questionnaire and an HR resume review to determine whether their experience made them eligible for the position. Of these, 53% result in a hiring manager moving forward to select applicants off the list (a "selection").

Of announcements that relied on at least one additional assessment to pre-certify applicants (such as a multiple-choice online exam to assess skills like reasoning, judgment, and interaction), 49% led to a selection.

When announcements did not result in a selection, 12% of the time a job offer was made to someone who applied to a "twin" announcement, posted at the same time and often reserved for current and former federal employees.

**Filters**

- Fiscal Year Job Announced: (All)
- Vacancy Type
  - Open to the public (DE\*)
  - Open to federal employees (Merit Promotion, Status)
- Filter Merit Promotion announcements
  - (All)
  - Agency only
  - Government-wide
- \* Veterans preference applies
- Appointment Type
  - (All)
  - Permanent only
  - Term only

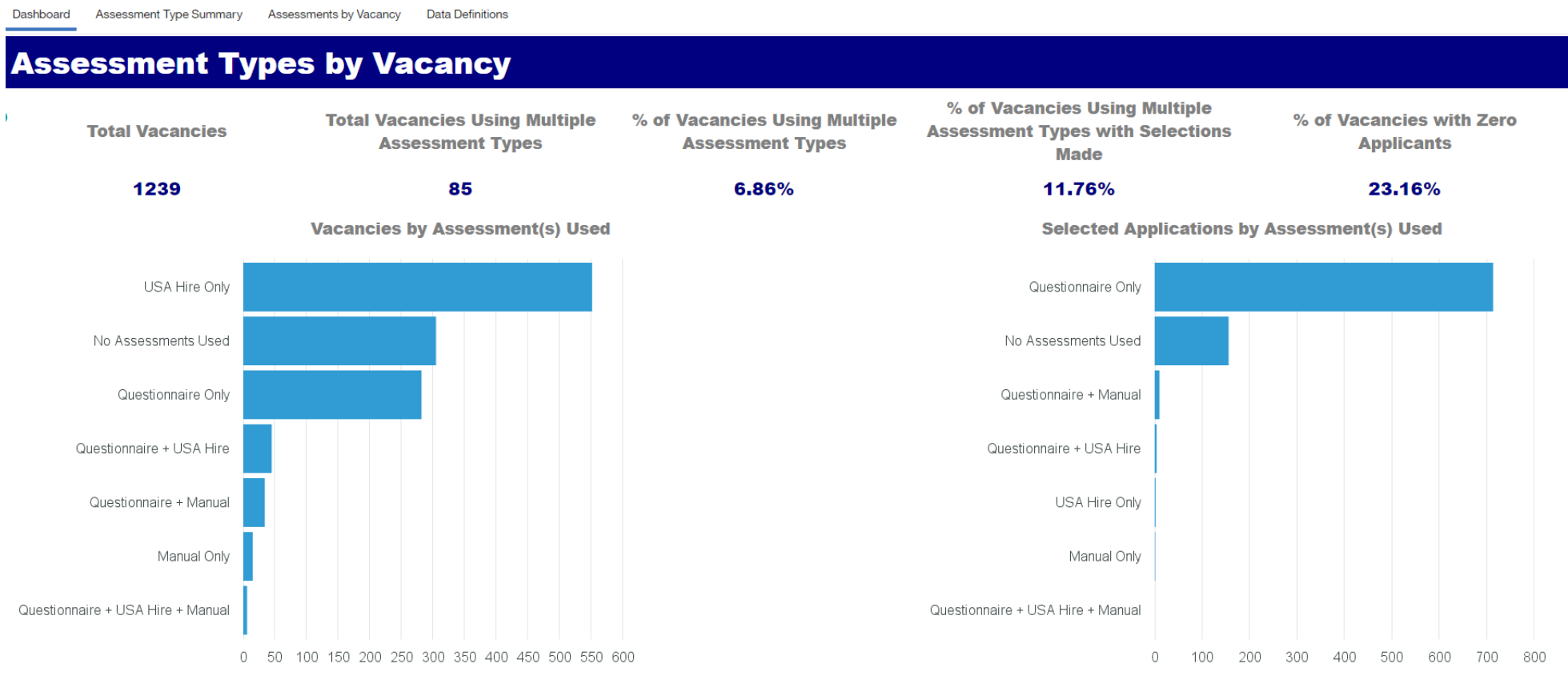
Some jobs lack information about vacancy or announcement type. These jobs are not currently included in the dashboard.

This tag should be applied to vacancies to ensure exclusion from GSA's D2D Hiring Assessment and Selection Outcome Dashboard (<https://d2d.gsa.gov/report/hiring-assessment-and-selection-outcome-dashboard>)



# Assessment Types by Vacancy Dashboard

This new dashboard was created to provide agencies with direct access a dashboard containing similar metrics and visualizations.





# Assessment Types by Vacancy Dashboard

## Manual Assessments Dashboard

Dashboard

**Manual Assessments Dashboard**

Assessment Type Summary

Assessments by Vacancy

Selection Rates

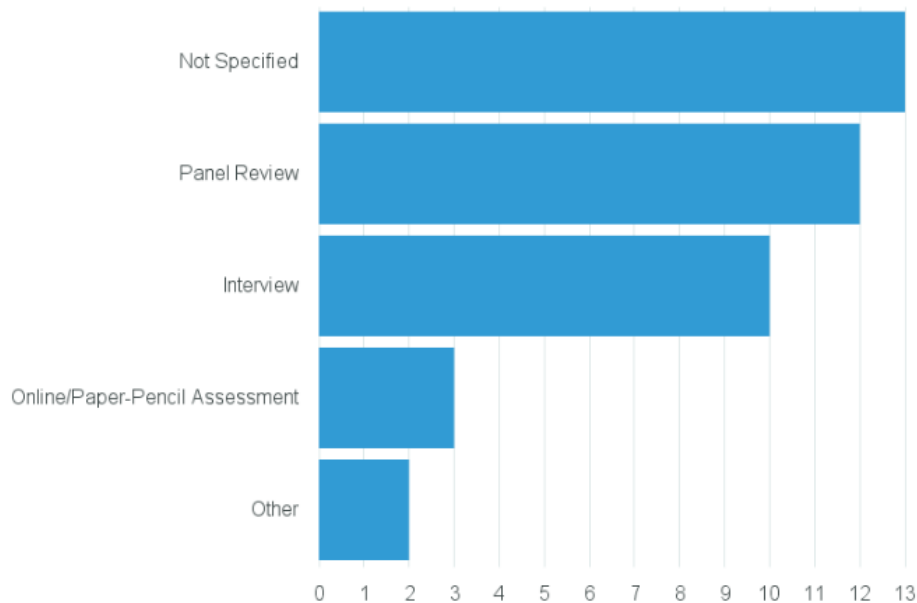
Data Definitions

### Assessment Types by Vacancy Dashboard

Total Vacancies Using Manual Assessments

**21**

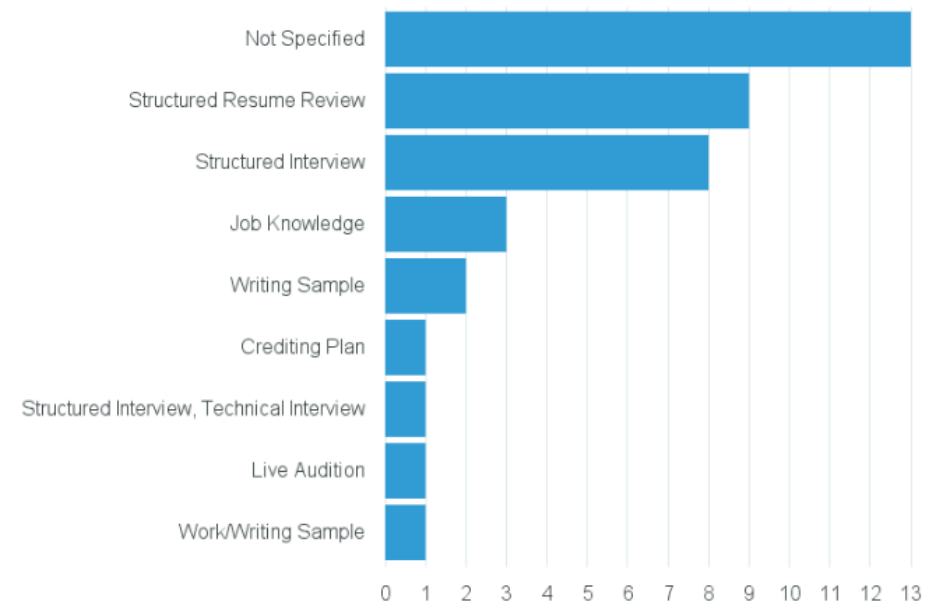
Vacancies by Manual Assessment Methods Used



% of Vacancies Using Manual Assessments with at Least One Selection

**14.29%**

Vacancies by Manual Assessment Method Details Used



Note: A manual assessment can have one or more methods and/or details, therefore, the total number of vacancies represented on each of these charts may not match the Total Vacancies Using Manual Assessments metric.



# Assessment Types by Vacancy Dashboard

Data is updated more frequently, and additional pages include data about the vacancies using various assessment types.

Dashboard [Assessment Type Summary](#) [Assessments by Vacancy](#) [Data Definitions](#)

## Assessment Types by Vacancy

|                                       |                       |                              |                       |
|---------------------------------------|-----------------------|------------------------------|-----------------------|
| <b>Organization(s):</b>               | All parameter options | <b>Series:</b>               | All parameter options |
| <b>Office(s):</b>                     | All parameter options | <b>Grade(s):</b>             | All parameter options |
| <b>Customer(s):</b>                   | All parameter options | <b>Appointment Type(s):</b>  | All parameter options |
| <b>Announcement Close Date Range:</b> | All parameter options | <b>Announcement Type(s):</b> | All parameter options |
| <b>Vacancy Number(s):</b>             | All parameter options |                              |                       |

**EXCLUSIONARY FILTERS**  
*Vacancies that include pay plan(s) and/or appointing authority(ies) listed below are excluded from the report.*

**Vacancy Pay Plan:** WG      **Appointing Authority:** Direct Hire, EO 13932 Exempt

| Assessment Type(s) | Staffing Organization Name                          | Staffing Office Name        | Vacancy Number | Announcement Number   | Announcement Open Date | Announcement Close Date | Vacancy Pay Plan-Series-Grade | Vacancy Job Title          | Vacancy Announcement Types              | Vacancy Appointing Authorities                            | Total Applications            | Total Eligible Applications | Total Referred Applications | Total Selected Applications | Total Hired Applications | Total Entered on Duty |   |
|--------------------|---|-----------------------------|----------------|-----------------------|------------------------|-------------------------|-------------------------------|----------------------------|---|---|-------------------------------|-----------------------------|-----------------------------|-----------------------------|--------------------------|-----------------------|---|
| Manual Only        | Department of Automated Testing<br>OPM Reimbursable | Office Alpha                | 10118950       | DEIMP-10118950-21-TSA | 02/10/2021             | 02/22/2021              | GS-0002/0003-5/6              | Automated Testing Engineer | DE, IMP                                 |   | 0                             | 0                           | 0                           | 0                           | 0                        | 0                     |   |
|                    |   | Kansas City Services Branch | 10127606       | DE-10127606-21-SC     | 05/01/2021             | 05/31/2021              | GS-0201-11                    | Steph Tests Ranorex        | DE                                      | Competitive Service, Excepted Service, Shared Recruitment | 2                             | 0                           | 0                           | 0                           | 0                        | 0                     |   |
|                    |   | San Antonio Services Branch |                | 10099767              | 21-10099767-DS-DE      | 01/07/2021              | 01/29/2021                    | GS-0343-9                  | Test Position                           | DE  |                               | 0                           | 0                           | 0                           | 0                        | 0                     | 0 |
|                    |   |                             |                | 10119683              | 21-10119683-DS-DE      | 03/03/2021              | 11/30/2021                    | GS-0301-9                  | CSR - Applicant List with Eligibilities | DE  | Competitive Service, Pathways | 6                           | 6                           | 6                           | 0                        | 0                     | 0 |
|                    |   |                             |                | 10140567              | 22-10140567-DS-DE      | 03/25/2022              | 03/25/2022                    | GS-0201-6/8                | Testing Manual Assessment Decimals      | DE  | Competitive Service, Pathways | 2                           | 2                           | 0                           | 0                        | 0                     | 0 |

**Assessment Type Summary page:** for each combination of assessment type(s) used, identifies the vacancies and flow of applications.

**Assessments by Vacancy page:** for vacancy, identifies the assessments used to evaluate applicants.

| Staffing Organization Name | Staffing Office Name                    | Vacancy Number | Announcement Number | Announcement Open Date | Announcement Close Date | Vacancy Pay Plan-Series-Grade | Vacancy Job Title          | Vacancy Announcement Types | Vacancy Appointing Authorities | Assessment Type     | Assessment Name | Manual Assessment Method | Manual Assessment Method Details |
|----------------------------|---|----------------|---------------------|------------------------|-------------------------|-------------------------------|----------------------------|----------------------------|--------------------------------|---------------------|-----------------|--------------------------|----------------------------------|
| ALJ Program Office         | Administrative Law Judge Program Office | 10139205       | 22-JJR-22           | 03/01/2022             | 03/02/2022              | GS-6907-5                     | Materials Handler          | DE                         |                                | No Assessments Used |                 |                          |                                  |
|                            |   | 10140340       | 22-JJR-10140340     | 03/17/2022             | 04/21/2022              | GS-4749-8                     | Maintenance Worker2        | ST                         |                                | No Assessments Used |                 |                          |                                  |
|                            |   | 10140347       | 22-JJR-10140347     | 03/17/2022             | 04/27/2022              | GS-0201-7                     | Human Resources Specialist | ST                         |                                | No Assessments Used |                 |                          |                                  |
|                            |   | 10140349       | 22-JJR-10140349     | 03/17/2022             | 04/30/2022              | GS-6907-5                     | Materials Handler          | ST                         |                                | No Assessments Used |                 |                          |                                  |
|                            |   | 10140351       | 22-JJR-10140351     | 03/17/2022             | 04/12/2022              | GS-0201-11                    | HR Specialist testdmc      | ST                         |                                | No Assessments Used |                 |                          |                                  |
|                            |   | 10140403       | 22-JJR-10140403     | 03/21/2022             | 04/28/2022              | GS-0201-7                     | Human Resources Specialist | ST                         |                                | No Assessments Used |                 |                          |                                  |



# Assessment Types by Vacancy Dashboard

**Selection Rates page:** For each occupational series, the application-level and vacancy-level selection rates.

| Vacancy Series | Application Level Selection Rate | Vacancy Level Selection Rate |
|----------------|----------------------------------|------------------------------|
| 0006           | 0.0%                             | 0.0%                         |
| 0011           | 0.0%                             | 0.0%                         |
| 0018           | 0.0%                             | 0.0%                         |
| 0020           | 0.0%                             | 0.0%                         |
| 0023           | 0.0%                             | 0.0%                         |
| 0080           | 0.0%                             | 0.0%                         |
| 0086           | 0.0%                             | 0.0%                         |
| 0089           | 0.0%                             | 0.0%                         |
| 0090           | 0.0%                             | 0.0%                         |
| 0107           | 0.0%                             | 0.0%                         |
| 0132           | 0.0%                             | 0.0%                         |
| 0185           | 0.0%                             | 0.0%                         |
| 0201           | 13.9%                            | 36.3%                        |
| 0203           | 0.0%                             | 0.0%                         |
| 0260           | 0.0%                             | 0.0%                         |
| 0301           | 12.2%                            | 57.1%                        |
| 0306           | 0.0%                             | 0.0%                         |
| 0308           | 0.0%                             | 0.0%                         |
| 0340           | 100.0%                           | 40.0%                        |

**Data Definitions page:** Provides the name and description of each metric and data item.

| Data Item/Metric                 |  |
|----------------------------------|--|
| Announcement Close Date          | The calendar date that an announcement closed.                         |
| Announcement Number              | The unique identifying number associated with an announcement.         |
| Announcement Open Date           | The calendar date that an announcement opened.                         |
| Application Level Selection Rate | Total selected applications divided by total applications.             |
| Appointment Type                 | Identifies the type of appointment (e.g., permanent, temporary, term). |
| Assessment Name                  | The name of an assessment within an assessment package.                |
| Assessment Type                  | The type of assessment (e.g., Questionnaire, External Assessment).     |

Team Content > USA Staffing Packages and Folders  
> Hiring Data Warehouse > Assessment

# USA Staffing Enhancements

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# USA Hire Assessment Window Indicators

## Default Assessment Window

- Indicates that the Assessment Start/End Dates are based on the Announcement Open Date and Announcement Close Date + 2 days respectively.
- Default Assessment Window updates automatically if the announcement open/close dates are changed *when the update is released to USAJOBS* and triggers new USA Hire notifications to be sent to all applicants with the updated deadline.

## Custom Assessment Window

- Indicates that a user has selected the option to use a Dynamic Window or saved custom Assessment Start/End Dates for the USA Hire window.
- Custom Assessment Window does not update automatically when the Announcement Open/Close dates are modified.



# Default Assessment Window

USA Staffing® Staffing Classification Recruit Admin Reports Search Go To Maria Ahmad - TEST

VACANCY 11798535

Vacancy 11798535 | Assessment Package | Announcement | Reviews

USAJOBS Job Title: Human Resources Specialist | Pay Plan-Series-Grade: GS-0201-11/12 | Announcement Type: ST | Status: Incomplete | Source:

Assessment Plan | Job Analysis | **Settings** | Checklist | Documents (0) | Notes (0) | History

Categories: None

Category Settings

Do not "float" eligible CP/CPS veterans when assigning Categories

- 0201-11
- 0201-12

Assign Categories based on Augmented Rating (Only use with Demo Projects that do not use Category Rating)

- 0201-11
- 0201-12

USA Hire Settings

Assessment Window Type: Defined Window (Set Dates) Dynamic Window (Set Days) Edit Window

Default Assessment Window:

Assessment Start Date: Announcement Open Date  
Assessment End Date: Announcement Close Date + 2 Days

Send USA Hire reminder notifications once announcement closes:

Send custom USA Hire notifications after application submission:

Current USA Hire Hold Status: **Inactive** Hold Applicants

Save Cancel





# Custom Assessment Window

USA Staffing® Staffing Classification Recruit Admin Reports Search Go To Maria Ahmad - TEST

VACANCY 11798535

Vacancy 11798535 Assessment Package Announcement Reviews +

USAJOBS Job Title: Human Resources Specialist Pay Plan-Series-Grade: GS-0201-11/12 Announcement Type: ST Status: Incomplete Source:

Assessment Plan Job Analysis **Settings** Checklist Documents 0 Notes 0 History

Categories: None

Category Settings

Do not "float" eligible CP/CPS veterans when assigning Categories  
 0201-11  
 0201-12

Assign Categories based on Augmented Rating (Only use with Demo Projects that do not use Category Rating)  
 0201-11  
 0201-12

USA Hire Settings

Assessment Window Type:  
 Defined Window (Set Dates)  Dynamic Window (Set Days) Edit Window

Custom Assessment Window:  
Assessment Start Date: 1/11/2023  
Assessment End Date: 1/31/2023

Send USA Hire reminder notifications once announcement closes   
Send custom USA Hire notifications after application submission

Current USA Hire Hold Status: **Inactive** Hold Applicants

Save Cancel





# Option to Reset Default Window

- New option within USA Hire Settings to reset a Custom Assessment Window back to the default window, so any extensions in the announcement open period will be automatically applied to the assessment window.

- This option is currently in Stage and is anticipated in Production with the 1/20/23 deployment.


Define USA Hire Testing Window


Indicate the time period to complete assessments. A default window will be assigned if custom values are not entered.

**Assessment Window Type:**

Defined Window (Set Dates)     Dynamic Window (Set Days)

**Custom Assessment Window:**

Assessment Start Date:  

Assessment End Date:  

**Reset Default Window**    **Save & Close**    Cancel



# Applicant USA Hire Status (Coming Soon!)

## HR User Benefits:

- Ability to easily tell when an applicant still needs to take USA Hire assessments or if they have already completed them all.
- Ability to filter and easily locate applicants who have yet to complete USA Hire on an applicant list

## Applicant Benefits:

- Ability to receive confirmation email that “Assessments are complete” upon completion.
- Ability to see the correct status when tracking application from USAJOBS after assessments are complete



# Applicant USA Hire Status (Coming Soon!)

- **Not Applicable** - Applicant is not eligible to take USA Hire at any rating combination based on their own responses to the announcement/assessment questionnaires
- **Complete** - Applicant has completed their USA Hire assessments for every rating combination where they're eligible to do so, regardless of assessment window status
- **Did Not Complete** - Applicant did not complete their USA Hire for any rating combination where they were eligible to do so, and their USA Hire assessment window is *closed*
- **Partially Complete** - Applicant has completed their USA Hire assessments for at least one rating combination, but not all, and their USA Hire Assessment window is *closed*
- **Pending Completion** - Applicant has yet to complete their USA Hire assessments for at least one rating combination, and their USA Hire assessment window is still *open*



# Applicant USA Hire Status (Coming Soon!)

USA Staffing® Home Staffing Classification Admin Reports Search Go To Search Mail Profile: Maria Ahmad - OPM

VACANCY 10062819 Check Calendar Messages Help

Vacancy 10062819 Assessment Package Announcement Applicant Overview Reviews Applicant: Jayden Jimenez +

Application Number: AL4YG-OJ8J | Applicant: Jayden Jimenez | Address: 123 Hexagon Way, Ortonville, Minnesota 56278, United States | Email: MAHMAD.TEST+J@GMAIL.COM | ID: 2024893592 | USA Hire Status: **Did Not Complete** | Ineligible

Eligibilities and Ratings | Application | Assessments | Applicant Information | Documents (2) | Notes (0) | History

### - Ratings

| Rating Combo | Minimum Qualifications  | Cert Availability |
|--------------|---|-------------------|
| 0018-8       | IOIM - You were not considered because you failed to complete one or more assessments required for this position. | Ineligible        |
| 0018-11      | IOIM - You were not considered because you failed to complete one or more assessments required for this position. | Ineligible        |
| 0018-15      | IOIM - You were not considered because you failed to complete one or more assessments required for this position. | Ineligible        |

### - Veterans' Preference

| Claimed                    | Adjudicated          |
|----------------------------|----------------------|
| NV - No Preference Claimed | NA - Not Adjudicated |

### - Eligibilities

No eligibilities claimed.

[Rating Details](#)

Note: This is a mock-up and may not reflect the final design result.



# Applicant USA Hire Status (Coming Soon!)

USA Staffing®

Staffing Classification Admin Reports Search

VACANCY 10062819

Vacancy 10062819 Assessment Package Announcement Applicant Overview Reviews Applicant List: Applicant List 1

Applicant List Name: Applicant List 1

Filters: Anywhere in the U.S. (remote job) 0018

Applicant List (11)

Save List Generate Stored List

Search Clear

|                          | Name                  | Rating | Vet Pref | USA Hire Status    | RSC | Documents | Eligibility | Notes |
|--------------------------|-----------------------|--------|----------|--------------------|-----|-----------|-------------|-------|
| <input type="checkbox"/> | Agreste, Adrian       | 74     | NV       | Complete           | AA  | 3         | RA          | 0     |
| <input type="checkbox"/> | Blair, Adeline        | PA     | TP       | Did Not Complete   | PA  | 2         | RA          | 0     |
| <input type="checkbox"/> | Bostina-Bratu, Bianca | 73     | NV       | Complete           | AA  | 2         | RA          | 0     |
| <input type="checkbox"/> | Cooper, Chloe         | 70     | NV       | Partially Complete | AA  | 2         | RA          | 0     |
| <input type="checkbox"/> | Decker, Dillon        | 73     | NV       | Complete           | AA  | 2         | RA          | 0     |
| <input type="checkbox"/> | Enslar, Eve           | 77     | NV       | Complete           | AA  | 2         | RA          | 0     |
| <input type="checkbox"/> | Ford, Faith           | IQID   | NV       | Did Not Complete   | IN  | 2         | RA          | 0     |

Number of applicants per page: 25

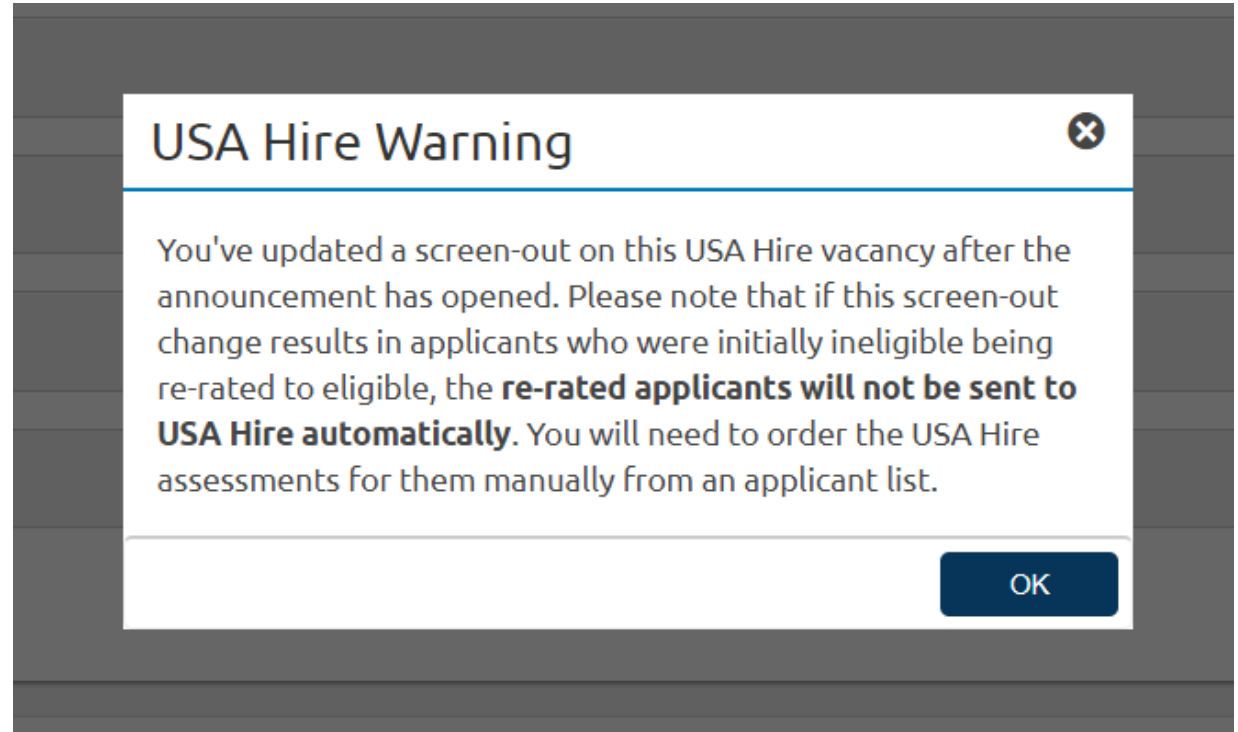
USA Hire Status Filter:  Any,  Complete,  Partially Complete,  Did Not Complete

Note: This is a mock-up and may not reflect the final design result.



# Reminder: Re-order Assessments

Changes made to assessment questionnaire or announcement questionnaire screen-outs **require** the manual step of re-ordering the USA Hire assessments for any applicant(s) whose rating changes from ineligible to eligible.



What other USA Staffing enhancements related to USA Hire would you like us to consider making this year?

Go to  
**Menti.com**  
and use code  
**6673 7288**

# What other USA Staffing enhancements related to USA Hire would you like us to consider making this year?

multiple automated assessments

Create Job Analysis and link to a PD and/or link to a Job Announcement that would populate the assessment tab.

Ability to send automated reminders for custom USA Hire.

USA Hire integrated with applicant flow data. Our agency hiring managers have expressed concern with adverse impacts on minority groups when using USA Hire assessments

Personally, I think all of the changes that have taken place are great. Any enhancements would be a bonus!

The ability to utilize a hurdling type process with assessments. For example we hire new bank examiners using a process that requires assessment or testing at more than one point in the hiring process before they can be certified at all.

When the applicant completes the 1 year from taking the first usa hire battery.

Ability to easily track re-testers (those who dont have to re-test due to < 1yr) in a multi-vin report format.

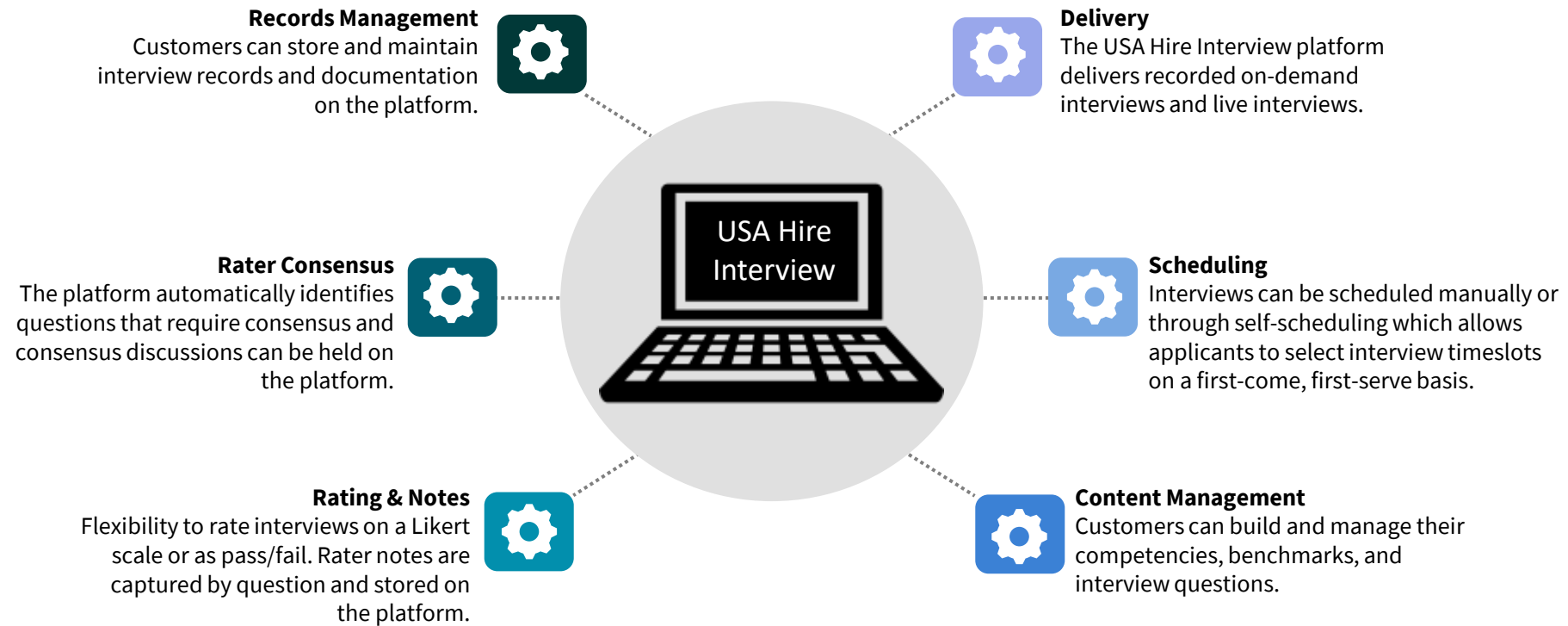
create an interconnection with Monster Government Solutions and USA Staffing to send data and content to the PD Library in USA Staffing for use.

# USA Hire Interview Update

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# USA Hire Interview Functionality

USA Hire Interview provides agencies with the ability to conduct fully virtual interviews with applicants via their mobile device or computer.



# USA Hire Interview Benefits

With a USA Hire Interview implementation, customers will enjoy

|   |   |  |  |
|---|---|--|--|
|    |                               |                           |   |
| <b>Integration with OPM Systems</b>   | <b>Single Sign-On</b>   | <b>Reasonable Accommodation Support</b>  | <b>Privacy &amp; Security</b>  |
| USA Hire Interview is built native to the USA Hire Assessment platform. Pre-certificate interview ratings will flow into USA Staffing and can be combined with other assessment scores. | Applicants will authenticate to the USA Staffing and USA Hire platforms using their USAJOBS/Login.gov accounts. | OPM will manage the Reasonable Accommodation claims and adjudication process for pre-certificate interviews. | All privacy and security documentation and system monitoring will be managed by OPM. |

# Live Interview Preview

The screenshot displays a live interview interface. At the top, the logo 'pdri' is visible next to the title 'Interview with Grace H'. Control buttons for 'Camera', 'Mic', and 'captions' are present, along with a red 'Leave' button. The main content area is titled 'Interview Guide' and shows a progress indicator with five steps, the first of which is active. Below this, 'Question 1' is presented: 'Of all the assignments or projects you have worked on, which required the most persistence and hard work? Describe it for me.' This is followed by a bulleted list of prompts: 'What was the situation?', 'What required persistence?', 'How did you persist?', 'What did you do?', and 'What was the outcome?'. A toggle for 'Show ratings criteria' is turned on. The 'Resilience' competency is selected, with a rating scale from 1 to 5. Below the scale are three columns: 'LOW' (Does not work very hard and makes little attempt to complete a task or project when), 'MEDIUM' (Works hard and exerts some extra effort to complete a task or project), and 'HIGH' (Works extremely hard and exerts extra effort to successfully complete a task or project). On the left, a 'Participants' panel shows 'You are the Moderator' and two other participants: Austin K and Michelle G. At the bottom, navigation buttons include 'Previous', 'Next', and 'Dismiss Candidate', with a status indicator '2/2 Participants on current question'.

Interview with Grace H

Camera Mic captions Leave

Interview Guide

1 2 3 4 5

**Question 1**

Of all the assignments or projects you have worked on, which required the most persistence and hard work? Describe it for me.

- What was the situation?
- What required persistence?
- How did you persist?
- What did you do?
- What was the outcome?

Rate the Candidate's response for each Competency below.  Show ratings criteria

Resilience

1 2 3 4 5

**LOW**

- Does not work very hard and makes little attempt to complete a task or project when

**MEDIUM**

- Works hard and exerts some extra effort to complete a task or project

**HIGH**

- Works extremely hard and exerts extra effort to successfully complete a task or

Participants 3/3

★ You are the Moderator

Austin K Michelle G

Previous 2/2 Participants on current question Next Dismiss Candidate

Interviewer view during live interview

# Live Interview Preview

The screenshot displays a live interview interface for a candidate named Grace Holt. The interface is divided into several sections:

- Header:** Features the pdri logo, the title "Interview with Grace H", and control buttons for Camera, Mic, captions, and a red "Leave" button.
- Participant List:** Shows "Grace Holt" as the candidate and "You are the Moderator" as the current user. Below are avatars for "Austin K" and "Michelle G".
- Group Consensus Rating:** A section titled "Group Consensus Rating" with a progress indicator showing 1 out of 5 items completed. The current item is "Resilience".
- Resilience Rating:** A horizontal scale from 1 to 5. The "3" rating is selected by "AK" (Austin K), and "5" is selected by "MG" (Michelle G).
- Definition Cards:** Three cards provide definitions for "LOW", "MEDIUM", and "HIGH" levels of resilience, each with a list of characteristics.
- Navigation:** "Previous" and "Next" buttons are located at the bottom of the interface.

**LOW**

- Does not work very hard and makes little attempt to complete a task or project when faced with obstacles
- May abandon tasks if obstacles are encountered
- Does not accept responsibility for dealing with obstacles, may fail to take action or take inappropriate action when dealing

**MEDIUM**

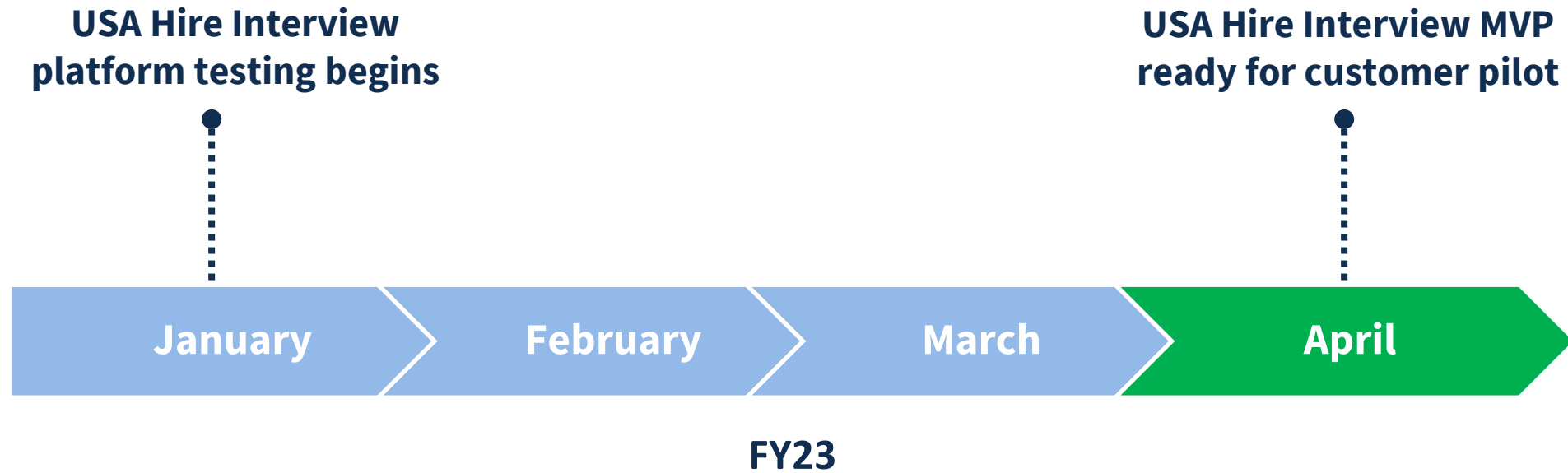
- Works hard and exerts some extra effort to complete a task or project
- Perseveres on a task or goal unless faced with unusually difficult obstacles
- Accepts the fact that obstacles must be dealt with, and generally takes appropriate action to deal with them

**HIGH**

- Works extremely hard and exerts extra effort to successfully complete a task or project
- Consistently perseveres on a task or goal even when encountering difficult obstacles
- Transforms a stressful or demanding situation into a constructive, positive learning experience

Consensus discussion interface

# Timeline



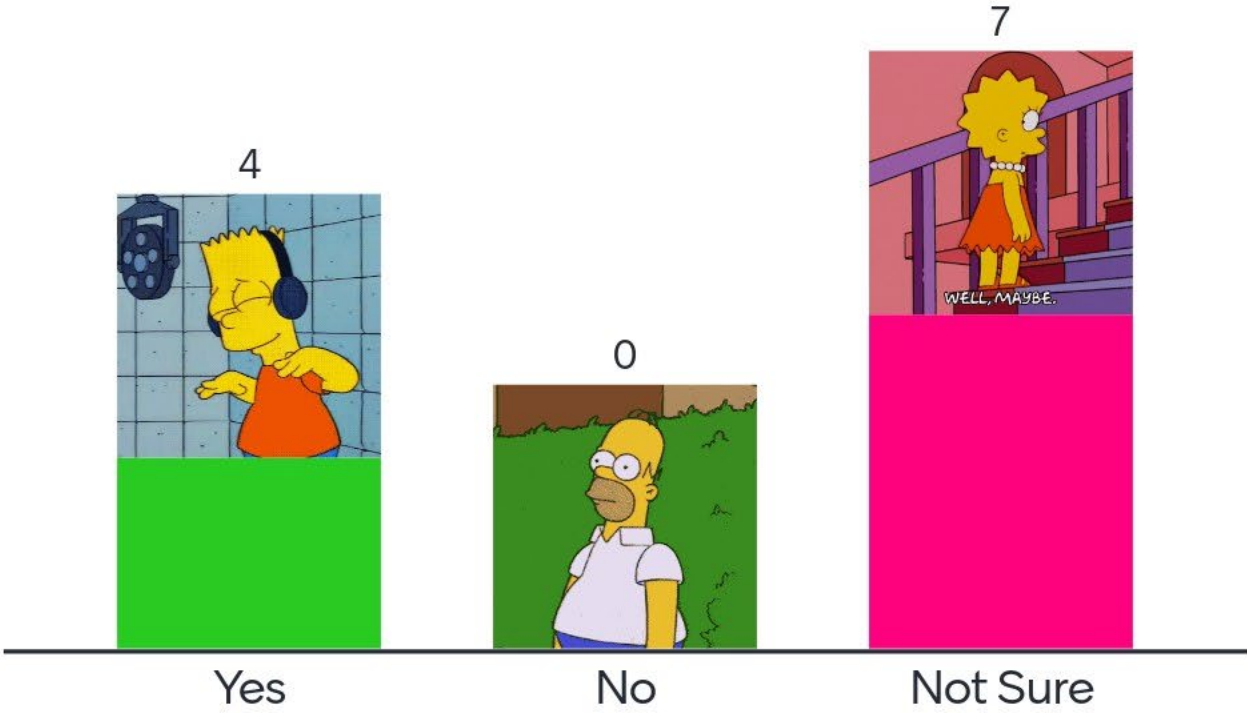
*If you have additional questions, please contact your Account Manager or USA Hire Project Manager.*

# Menti Poll

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If your agency is interested, when would you like to start using USA Hire Interview?

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Pilots starting in April 2023



Quarter 4 of FY23



Next Fiscal Year



Not Sure

# Topics for Future Meetings

[www.menti.com](http://www.menti.com)

Code: 6673 7288



# What topics would you like us to cover in future meetings?

More info about USA Hire Interview please!





# Questions?

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