Pearson
Talent Solutions

APPLIED JUDGMENT ASSESSMENTS

Interview Tool



Make interviewing easier, more effective, and more efficient

In today's hiring landscape, the quality of your interviews directly impacts the quality of your hires. With the right structure in place, you can reduce bias, improve decision-making, and create a more consistent experience across every interaction.

Pearson's Interview Tool brings structure and consistency to hiring conversations. Built on decades of expertise in organizational psychology, it helps you identify top talent with confidence while delivering a fair, professional experience to every candidate.

Choose your format

On-demand interviews
Asynchronous interviews give candidates the flexibility to respond on their own time. This reduces scheduling friction and helps you move faster without compromising quality.

Live interviews
A fully virtual structured interview experience with scheduled time blocks. This makes it easy to engage candidates while maintaining consistency across interviews.

Interview Tool Benefits

- **More predictive decisions** with data-informed insights into candidate potential.
- **Consistent, fair experiences** with the same structured approach for every candidate.
- **Flexible interview formats** for on-demand, live, or high-volume hiring needs.
- **Faster scheduling** with less back-and-forth and fewer administrative delays.
- **Structured evaluations** that make candidate comparisons clearer and more objective.
- **Expert-designed content** aligned to the job skills that matter most.

Our Interview Tool helps you assess:

1. **Job-relevant competencies**
   Assess the skills, behaviors, and capabilities that matter most for success in the role.
2. **Communication and clarity**
   Evaluate how clearly candidates organize their thoughts, explain ideas, and respond to structured prompts.
3. **Problem-solving and decision-making**
   Understand how candidates approach challenges, weigh options, and make sound judgments in realistic situations.
4. **Behavioral consistency**
   Compare responses across standardized questions to identify patterns and support more objective evaluations.
5. **Role and organizational fit**
   Gain insight into how well candidates align with role expectations, team needs, and broader hiring goals.



Take the next step

Pearson helps enterprises build future-ready workforces through integrated talent assessment, talent development, and talent verification solutions. With global reach and expertise in AI and learning sciences, Pearson enables organizations to identify strengths today and develop the talent they need for what's next.

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