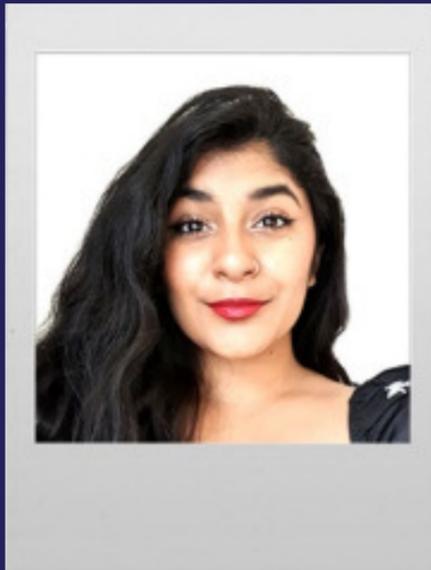


# TEMPO & DEVI



## MEET DEVI

As a fresh graduate with a strong background in humanities, Devi wasn't quite sure what she wanted to do. She started searching on various job boards and agencies, until she found herself exploring all that the Tempo hiring platform had to offer. After tailoring her skills and experience as well as perfectly curating her video profile, Devi definitely stood out from the crowd! She received several interviews and offers from multiple employers and now, we can proudly say that Devi has joined the team at Tempo as a Sales Development Representative!

## WHY YOU SHOULD CREATE A VIDEO PROFILE

Devi was determined to shine through and reached out to Tempo for advice. "I spoke to Sarah, one of the Candidate Experience Executives. Sarah recommended creating a video profile as it helps demonstrate your personality and confidence, especially if you're looking to go into a sales role." Did you know that a candidate is 7x more likely to get hired if they have a video profile?"

Devi found this out after she uploaded her own video, "when I put mine up, I got so many more matches and companies seemed more interested! I really trusted the Tempo process". Whilst filming her video, Devi noticed that it helped her really pinpoint her strengths. "I think it gives you a confidence boost. Especially if you use it as if you're pitching yourself. It's also a kind of process of self-reflection, like what do I have to offer?"

On top of that, she found that using a video profile was a lot more personable and had more impact in the way you

communicate to employers, especially compared to a traditional CV.

"I think in a CV, it's quite hard to get your personality across. Everyone uses the same kind of structure and can be very easily compared. Also, you're told "don't talk about hobbies" and "don't add colour", whereas the video profile is the opposite. It kind of allows you to sparkle and be seen in a completely different light!"

## GETTING HIRED AT TEMPO

After scheduling multiple interviews with potential employers, Devi noticed a common theme in her feedback. "In every single interview, they mentioned my video! I think I probably got all of my interviews off the back of the video, as opposed to my experience."

Devi also found that her video profile increased the level of comfortability with each employer. "I gave them a bit of an insight into my hobbies. They had more things to talk to me about than just my work experience which helped break the ice."

Despite not having as much experience as she'd like, Devi used her video as an opportunity to express where she wanted to be and let her passion speak for itself. She caught the eye of the Tempo talent acquisition team, in which the feeling was definitely mutual! "I felt like I was being seen for all of my qualities." Ultimately, this is what led Devi to choose Tempo over her other offers. "I felt very valued during the entire process. I got feedback after every interview and it showed me that even though I'm going through their hiring process, I'm being mentored at the same time."

## TIPS & ADVICE

We asked Devi to give us her top three tips for creating offer-inducing video profiles:

- 1 Devi encourages all candidates to use a teleprompter app on your phone or laptop as well as practice, practice and more practice. "I don't have an amazing memory, so the main thing for me was writing a script beforehand, rehearsing it and making sure it had a nice narrative. And then I used the teleprompter and recorded it a few times."
- 2 Devi also suggests inserting your personality into your video profile. "I think it was really important for me to include things other than my skills or academic background, but things like hobbies. For example, I used being part of the quartet as a metaphor for how I work in a team."
- 3 Lastly, Devi advises that it is super important to be transparent and your true self in order to find your best cultural fit. "If you're not a super formal person, don't put on a suit. If you wear lots of loud jewellery, if you wear bright colours, if you have a nose ring, wear it! Present yourself in the way which is your most authentic self."



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