New Interview Training System Proven Highly Effective

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Research at Northwestern University shows that SIMmersion's Job Interview Training System is highly effective. It is available on line at www.JobInterviewTraining.net A major difference between this and other training is that the system uses virtual reality training to put users across the desk from Molly Porter, a simulated human resources manager. Users are quickly immersed into the challenges of a realistic job interview. As the interview progresses, an on-screen coach provides detailed feedback with helpful suggestions for impressing Molly. Research found that not only do trainees' scores improve dramatically as they practice, their performance significantly improves in actual interviews. Participants noted that the system is easy to use and their interactions with Molly were enjoyable. After training, users reported more confidence in their job interview skills and greater readiness to go on job interviews.

In addition to the unique virtually reality simulation of Molly Porter, an unexpected major different between this Job Interview Training System and others is that every practice interview with Molly is different and challenging. The trainee gets to practice filling out an on-line job application, and the training system uses information from the application to personalize the interview. Still another major difference is that the system also allows trainees to self-identify special needs or potential barriers to employment that can then be addressed through training. When Molly looks at an application and based on that application asks "Can you please explain these gaps in your work history?", the trainee is getting a valuable chance to cope with an anxiety-provoking question and to learn the best ways to respond to it.

Job candidates often make the same mistakes over and over again during job interviews and wonder why they don't get offered a job. A key to successful training is providing extensive feedback so people can understand what they need to change. An on-screen coach supports the trainees at every step through the interview by providing non-verbal feedback. At any time trainees can ask the coach for additional help. As users acquire interview skills, they see their scores go up. They feel really successful when they score high and see the words "You got the job!"

During the interviews, Molly's behavior is affected by the quality of rapport that the trainee establishes with her. She becomes friendlier with better rapport and more business-like and abrupt if she perceives the user as rude or evasive. This life-like encounter is followed by scores related to specific job interview skills, like emphasizing employment strengths, appearing trustworthy, hard working and honest, and maintaining rapport. Users become very engaged, typically practicing more than 20 interviews.

The Job Interview Training System was developed by SIMmersion with support from the National Institute of Health, a team of researchers led by Dr. Morris Bell, Ph.D. a noted researcher from the Department of Psychiatry at Yale School of Medicine and a team of researchers from the Northwestern University Feinberg School of Medicine led by Dr. Michael Fleming, M.D.

Dr. Bell states: "Scientific learning principles have been combined with the latest virtual reality technology to create a job interview training experience that is engaging, efficient, and effective. It only takes a few minutes

for you to realize how much anxiety the encounter can generate and how helpful it is to reduce that anxiety through exposure and practice. This training effectively prepares trainees by helping them master their fears and learn the skills they need for successful job interviews."

Those interested can try out the system at www.JobInterviewTraining.net at no charge. For more information contact SIMmersion or call at 443-283-2555. SIMmersion provides advanced training for difficult conversations through interactive systems featuring simulations. These face-to-face conversation simulations allow users to acquire information, practice, and build communication skills. Professional actors are used to create life-like, challenging situations. Each simulated character has memory and an advanced emotional model that allows the character to respond to the user's statements as a real person would. The result is a nearly free-form conversation that is different each time the simulation is used.

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