

Kira Talent Interview Platform Guide

Dalhousie University CRMBA Program

What is Kira?

A holistic admissions assessment platform designed for use by academic program departments to assess students for admission.

Benefits of Using Kira?

Allows for a holistic review of applications.

Saves the Admissions Committee time booking each individual interview. In addition, the interview can be completed at a time that is convenient for the applicant.

Gives every applicant an equal opportunity by building a standardized assessment that will reduce bias in the admissions process by using independent feedback, reviewer analytics and rubrics.

Kira provides 24/7 technical support to applicants.

Kira also provides accessibility accommodations and is WCAG 2.0 AA compliant. This conformance level is used in most accessibility rules and regulations around the world, including the ADA. To meet WCAG 2.0 Level AA conformance, the website must be usable and understandable for the majority of people with or without disabilities.

CRMBA Kira Interview Assessment

Invitation

The Admissions Coordinator completes an initial review of each application. If the applicant is successful, they are moved on to the Kira Interview stage. An invitation with the link to complete the assessment will be sent via e-mail from Kira, and an e-mail with additional details relating to the assessment will also be sent from the CRMBA office.

Registration & Practice

It is recommended that applicants set aside 15-30 minutes to complete the Check-In process.

During this phase of the interview assessment, you will be required to register for the interview, test your devices (webcam, microphone and computer) and practice answering questions.

Before clicking the interview link from Kira please have a copy of your Resume and Statement of Intent ready to upload. You will not be able to move forward through the registration process and move on to the interview questions until you upload these documents.

You will also be asked to sign the Declaration of Authenticity form. The form and completion instructions will be provided through the Kira platform.

The practice questions in Kira allow you to get familiar with the platform and to double-check that your device is set up properly. However, there are some key differences between practice and real assessment questions to be aware of:

- During the practice, you can complete your questions as many times as you'd like. During the real assessment, you only have one chance per question.
- During the practice, you can replay your responses to understand how you're presenting yourself. During the real assessment, you cannot playback your responses.

The information in this document has been adapted from the KiraTalent website:

<https://www.kiratalent.com/>

- Only your responses to the real assessment questions are evaluated. No one has access to anything you recorded during your practice (except you!)
- The practice questions may or may not be related to the real assessment questions. Preparation and response time between questions may also vary.

Interview

During an **asynchronous assessment**, you'll be asked to submit timed video and/or written responses to questions that have been pre-recorded by the school. Each question will have a designated amount of prep and response time, and you can track your remaining time for each component on the screen. You'll be able to record your responses from the comfort of your home, and you can do so in your own time. This is a **one-way interview**.

The interview takes approximately 35-45 minutes to complete.

During a video question, a pre-recorded video will play for you once. The associated question text will be available for you to read on the screen throughout your preparation and response time. You'll answer a video question in a timed, recorded video format. You can track your remaining prep and response time using the countdown timer and bar at the top of your screen.

During a written or math question (multiple choice), you'll see question text displayed on your screen throughout the duration of your response time. There is no video, and there's also no preparation, but often a longer response time. A written question can only be answered with a written response.

Tips for Preparing for Interview

- Update your software to avoid unwanted pop-ups and computer restarts
- Disable notifications, disable browser extensions and close unnecessary applications and browser tabs to free up your computer's system resources and increase internet bandwidth
- Choose appropriate attire – this interview should be treated like any other job interview
- Practice common questions – Who are you and why should you be admitted to the program?; Why do you want to join the program?
- Focus on competency questions – Teamwork; Adaptability; Emotional Intelligence; Ethics; Coachability; Equity, Diversity & Inclusion
- Review sample quantitative questions – The math questions in the interview will be like GMAT questions (but not the exact same).
- Charge your device and ensure it is plugged in before you start
- Set the scene; choose an appropriate background for your video; ensure proper lighting
- Find a quiet time or space to complete the interview to avoid disruption
- Allow yourself enough extra time to register for the interview, test your devices (computer, microphone and webcam) and practice questions ahead of completing the actual interview so that you can make adjustments or seek help for technical issues as needed beforehand.

FAQs

How long will I have to complete the Kira interview?

The information in this document has been adapted from the KiraTalent website:

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Each applicant is given a deadline of seven (7) days from the date and time they receive their invitation to complete their interview. They can complete the interview at any time during the assigned seven (7) days.

What will I need to complete the Kira interview?

You'll need the following things to complete any assessment in Kira:

- Laptop or desktop
- Camera, built-in or external
- Microphone, built-in or external (headphones will work too!)
- Speakers
- Stable internet connection
- Calculator
- Notepad
- Pen

Will I be able to use my tablet or smartphone?

The platform is not supported on mobile devices or tablets (including iPads). However, Microsoft Surfaces are supported.

What browsers are supported?

For the best experience on the Kira Talent platform, please use one of the browsers listed below.

- Google Chrome: Version ≥ 77 (our recommended browser)
- Firefox: Version ≥ 69
- Microsoft Edge (on Chromium): Version ≥ 76
- Opera: Version ≥ 62

Please note that Safari and Internet Explorer (IE) are not supported at this time.

You will need an updated version of your browser to complete Device Setup.

I am experiencing a technical error!

If you experience a technical error during registration or the interview, please contact the Kira Support team at support@kiratalent.com

Can I come back to complete Kira after registering?

Yes! You can return to your Check-in page at any time before your assessment's deadline or interview's start time using your unique Check-in link.

To access your unique Check-In page, please use the link you received in your invitation email.

I lost my invitation email. What do I do?

First, make sure your invitation email isn't in your trash or junk folders.

If you still can't find it, please contact us at crmba@dal.ca

Why can't I edit my email address in registration?

The information in this document has been adapted from the KiraTalent website:

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Your email address that is provided in your initial online application is used as a unique identifier that the school or organization requires for each applicant. If you wish to change it, please contact crmba@dal.ca

Can I retake Kira? Can I redo a question? Can I receive a deadline extension?

Once your responses to your assessment have been submitted (or your interview is complete), you can't redo your questions.

Decisions for retake or deadline extension requests will be at the discretion of the CRMBA Admissions Committee. Please contact crmba@dal.ca as soon as possible if you need to make a request. Do not wait until the deadline has passed before making a request.

How can I confirm my responses were submitted?

At the end of your assessment or interview, you'll be able to watch a closing video and provide feedback about your experience. Afterwards, you'll be brought to a summary page stating "You have completed your assessment/interview".

You can confirm your submission by checking that your unique link in your invitation email now brings you to a submission confirmation page.

Can I review my responses after they're submitted?

No, you will not be able to review your recorded responses from your asynchronous assessment or live interview.

Once Kira is complete, your responses can only be accessed by the school you've applied to. We recommend taking advantage of the practice questions to become familiar with the platform and to ensure your audio and video quality is satisfactory.

Does the Kira Platform track for Applicant Integrity?

Yes, the Kira Talent platform tracks suspicious and/or fraudulent applicant behavior and reports this information back to school/organization on a per-applicant basis.

Are there accessibility options or additional assistance?

Kira's asynchronous assessments comply with WCAG 2.0 AA standards, including:

- Closed captioning on recorded video content
- Support for up to 200% zoom
- Support for keyboard navigation
- Audio notifications for timed questions for screen readers
- Support for other assistive technologies

For the best experience in Kira, we recommend using Chrome, especially for users relying on ARIA announcements and keyboard navigation.

If an accessibility issue is preventing you from completing your Kira assessment or interview, or if you typically receive accommodations, please contact support@kiratalent.com. Their support team is happy to assist, and they'll connect with the school on your behalf to find a solution that works for you.

When will I receive a decision on my application after completing the interview?

Applications will be reviewed by the Admissions Committee after each admissions deadline. You should expect to receive a decision 4-6 weeks after the admissions deadline that you applied for.

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