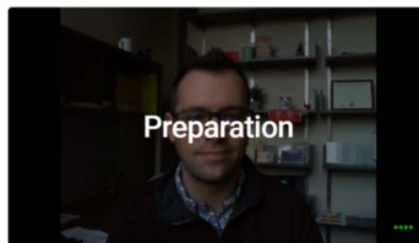




# Kira Talent Assessment Guide: WSU Tri-Cities Nursing Bridge

## Format of the Interview

As part of the WSU Tri-Cities Nursing Bridge admission process, applicants must complete a virtual assessment using Kira Talent. You will be asked to record video responses to three (3) questions, plus one written question response (no video). Before your video response time begins, you will be provided the question and **1 minute** to prepare your response. You will see the word *Preparation* across the screen. This is your time to prepare your response. Please note the camera is not recording during this time.



Q3. Describe a time you had to speak in public. What did you learn?

After the timer is up, your camera will automatically turn on and begin recording. You will be given **two minutes** to record your response. You can end the recording early if you feel that you have said all that you need to. We would rather give you too much time than too little time, so please do not feel forced to use all available time for every question.

Once you choose to finish the question, or your response time runs out and it stops automatically, you are finished with that question. You need to click the next button to advance on as it does not advance automatically. This is a great time to take a small moment to center yourself or grab a drink of water before beginning the next question. In total, your entire assessment should take no longer than 30 minutes to complete.

## Tools & Compatibility

You will need a desktop or laptop computer with a functioning webcam, microphone, and internet connection. If you'd like to request additional accommodations, please contact Heather Kraemer, Nursing Bridge Program Coordinator, at [heather.kraemer@wsu.edu](mailto:heather.kraemer@wsu.edu).



## Before the Interview

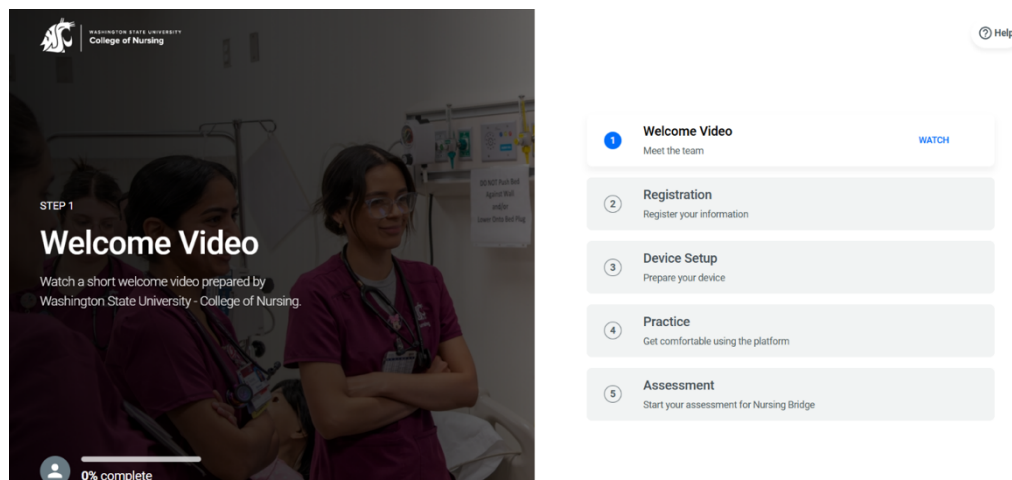
You will receive an email from Kira Talent outlining the next steps for completing the assessment. Save the email as ***you must use the “Check-In” hyperlink in the email to complete the check-in and welcome portion on Kira Talent’s site.***

Once you’ve clicked “Check in” on your email invitation from Kira Talent, you’ll be redirected to Kira Talent’s site where you’ll complete/review the following series of steps prior to beginning your assessment:

1. Welcome Video: You’ll be required to watch a short welcome video.
2. Registration: You’ll be required to provide your full name as part of the registration process.
3. Device Setup: You’ll be required to test both your audio and video capabilities.
4. Practice: You’ll be required to review and film responses to practice questions so that you can familiarize yourself with the assessment format. ***These questions will not be saved or viewable by anyone, they are simply for practice—please note, these questions are not the same as your actual assessment questions.*** Feel free to practice as much as you like.
5. Assessment: Here’s the real deal! ***You must complete this in one sitting, by yourself, with no aid from others or AI generated items.*** Do not read from a script or from information given by anything outside of the assessment. We want your in-the-moment thoughts and responses and do not allow any outside help.

Know that you can “Check In” as many times as you like, and this does not automatically start the actual assessment process. ***Thus, we recommend you “Check In” as soon as possible to make sure your technology and account are working correctly.*** Then you may return later when you are ready for the actual assessment process.

Here is a screenshot of the Check-In page in Kira Talent outlining the steps to complete:





## Practice Questions

Once you've completed the Welcome Video, Registration, & Device Setup, you'll begin filming your practice questions. All applicants are required to complete practice questions. 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.
- 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 are not the real assessment questions.

## Assessment

Once you have completed the practice questions, you are ready for the actual assessment. Before you're given the question to view, you must click the blue "Start question" button.

From there, the video with the question will play and the question will be posted on the screen for you to read. Once your prep time has started, you'll be given a countdown at the top of the page while you prepare your answer.

Once your prep time ends, ***your camera will automatically turn on*** and you begin recording your response. From there, you'll have a similar countdown at the top of the page that will track how much time you have remaining to respond. If you finish answering early, there will be a "Submit" button you can click to submit your response without taking up the full time.

After answering your first assessment question, continue to answer the remaining questions and then you will be all done! You are also able to take a small break between each question as you can click when you are ready to advance on.



## Technical Assistance

Please visit the Kira Talent Applicant Help Center for additional information and support:  
<https://support.kiratalent.com/>.

If any issues arise during recording, please finish the question, pause to address the emergency, and if possible, finish up the rest of the assessment questions. Once you have submitted your full assessment, please email Heather Kraemer at [heather.kraemer@wsu.edu](mailto:heather.kraemer@wsu.edu). Include in your email which question(s) you had an issue with so Heather can work with you on a solution.

## After the Interview

***The priority deadline for applying to the Nursing Bridge program is April 6.***

Decisions regarding admissions into the Nursing Bridge program will be finalized and announced in early May.

Remember that you are going to do great, and we are looking forward to learning more about you, your experiences, and your attributes. Best of luck with your Kira Talent assessment!