



# How Brex used Metaview to level-up their Values Interviews

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Brex recently identified an opportunity to improve the quality and consistency of a crucial step in their hiring process—the Values Interview where engineering candidates are assessed on how they exemplify Brex’s six values. They revamped their approach to this interview stage leveraging Metaview data and virtual Shadow Paths to train interviewers on a new set of questions and a clearer idea of what good looks like.

## Signal-rich assessment questions

The first step was identifying signal-rich questions that most effectively assess candidate alignment to Brex’s values. Given that Brex had already been capturing interviews on Metaview, we analyzed historical Metaview data to provide a list of questions that elicited the richest signal. Based on this, the hiring committee was able to review a shortlist of recordings of real questions and answers on Metaview, and used this visibility to determine which questions were most effective, most often.



**“Metaview helped us a ton with trying to get the right signals from questions.”**

Sophia Han · Head of Tech Recruiting



## Hyper-relevant virtual Shadow Paths

Next, Brex used Metaview’s Shadow Paths to identify top examples of Values Interviews for individual contributors and Engineering Managers. Each track included recordings of interviews with candidates who were strong yeses and strong nos, so that trainees could learn to calibrate their evaluation. Brex then used the Shadow Paths to ensure these best-practice interviews were used as training material for new interviewers.

Sophia believes Shadow Paths are useful for any organization looking to implement interviewer training:

“Tools like Metaview could be helpful to explore if you’re looking for a training solution. Metaview transcribes and analyzes interviews, as well as provides a training platform that you can use to train interviewers.”



Sophia Han · Head of Tech Recruiting

## Keeping the bar high

Armed with a set of signal-rich questions, highly-relevant Shadow Paths, and a new classroom-based training they created to bring it all together, Brex has already begun to see improvement in the quality of their Values Interviews and received excellent feedback from interviewers.

As a result of the revamped approach, Sophia says:

“We are seeing people hold a higher bar which is exactly what we wanted.”



Sophia Han · Head of Tech Recruiting

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