

Behavior-Based Interviewing

Many interviewers make the mistake of asking hypothetical questions during job interviews. Think about this... If you ask a candidate *What would you do if...?* you will likely get a hypothetical answer – a perfect picture or best-case scenario. But you haven't really learned anything about the candidate's specific experience with that type of situation. **Behavior-Based Interviewing** works on the assumption that "past behavior predicts future performance." The technique goes right to the heart of a candidate's experience—giving an interviewer an efficient process for pin-pointing the experiences and attitudes of the interviewee. It is designed for non-HR employees who are members of the interview team. This class assumes that the candidate has been pre-screened and meets the basic requirements for the role.

Using competency-based interviewing principles that can be tailored to your company's specific models, participants learn to follow a disciplined interviewing process that is efficient, effective and legally compliant.

PROGRAM OBJECTIVES:

- Understand the business case for solid hiring decisions.
- Use competency based interviewing skills.
- Formulate and ask behavior-based questions.
- Understand the basics of legally-compliant questions (applicable to US law only).
- Manage a team interviewing approach and process.
- Make hiring decisions using behavior and competency based tools and analytics.

PROGRAM LENGTH:

Half day for theory
Full day with practice sessions

TARGET AUDIENCE:

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