

## Behavioral Interviewing

*One of the most critical contributions of managers is their skillfulness and success in identifying and recruiting “high performance” people, but most managers have never received any formal training to do this effectively. The Behavioral Interviewing workshop provides a methodical and proactive process to more accurately predict a candidate’s potential for success on the job, and builds the internal ability of an organization to consistently repeat these processes successfully through its HR department and hiring managers.*

### Build Knowledge and Skills to Address:

- Inconsistent approach to interviewing, rating, reference checking, and selection process across the organization.
- Gap in ability to differentiate between a candidate’s knowledge of the job and their actual competency for the role.
- Hiring mistakes because managers overly rely on their intuition, or ask questions that don’t help them objectively and comprehensively assess job-related skills, behaviors and competencies.

### Workshop Objectives:

- Developing appropriate interview questions for specific roles and levels in your organization.
- Preparing Interview Guides to enable effective note taking and confidence in covering all key issues with each candidate.
- Build better rapport with the candidate to help them to provide more comprehensive responses.
- Developing your skillfulness as an interviewer / observer.
- Learn how to probe for specific examples confirming skills & competencies.
- Identify and avoid “interview errors” to increase your professionalism and a candidates impression of your organization.
- Develop more effective questions in order to understand if the candidate has the appropriate competencies required for the role.

Our one-day seminar engages you with a highly interactive format, including: best practices overviews / small group & large group activities / exercises / discussions / role play and demonstrations. A Pro.file People personality assessment is provided to help you to understand how your own personality influences your interviewing style and how you will evaluate candidates. Groups of 10-15 are ideal.