



Leadership and Management Development Series Behavioral Interviewing

Summary

This one-day workshop is designed for managers and employees who are responsible for interviewing potential candidates for a position within your department/organization. This workshop has helped dozens of organizations ensure they are hiring the right people for the right job. Most of our clients also report that the course has led to a reduction in turnover (by avoiding hiring the “wrong people”).

Who Should Attend

Managers, supervisors and employees who interview candidates for positions within your organization.

Workshop Objectives

Upon completion of this workshop, you will be able to:

- Apply behavioral interviewing concepts.
- Prepare and plan for an interview using behavioral competencies and an interview guide.
- Probe for specific situations, actions, and results in order to learn if a candidate has evidence of behavioral competencies.
- Explore motivational fit - how well a candidate’s interests and values match the job and the company.
- Evaluate a candidate and come to consensus on hire/no hire decisions.
- Conduct a well structured behavioral interview.
- Understand important legal considerations when conducting an interview.