



## **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.