

Behavioural Interviewing

Behavioural Interviewing balances questions between understanding the specific tasks a candidate has done and exploring his or her approaches to doing them.

Program Details

Why use Behavioural Interviewing?

- Did you know that more than 75% of turnover can be traced back to poor interviewing and hiring practices?
- Did you know that if an untrained interviewer uses an unstructured interview format, the probability of hiring the best candidate is less than 15%?
- The behavioural interview technique is used to evaluate a candidate's experiences and behaviours in order to determine their potential for success. This approach is focused on discovering how an applicant acted in specific employment-related situations: the belief being that the best predictor of future performance is past behaviour. This interviewing method compared to others provides a more objective set of facts to make employment decisions.

Training Outcomes

On behalf of your organization, we help you:

- Develop a strong understanding of the behavioural interview technique and how to apply it in your organization.
- Explore competency-based interview questions, probing techniques, and psychometric testing.
- Understand how to maximize reference checks and background checks.
- Experience the "Work Personality Index" recruitment tool firsthand.



Training Length

Half Day