

BEHAVIOURAL BASED INTERVIEW SKILLS



INTRODUCTION

Behavior based interview training is more popular than ever. Behavior based interview training means more investment upfront but less lately down the line.

Behaviors are habits. Habits can be tough to change. If someone has a certain pattern of behavior, chances are they'll continue to behave this way in your organization too.

Behavioral based interviewing is a new style of interviewing that more and more companies and organizations are using in their hiring process. The basic premise behind behavioral interviewing is this: The most accurate predictor of future performance is past performance in a similar situation. It provides a more objective set of facts to make employment decisions than other interviewing methods. Traditional interview questions ask you general questions such as "Tell me about yourself." The process of behavioral interviewing is much more probing and works very differently.

WHO SHOULD ATTEND?

For those who are involved in the process of selecting staff or conducts interview

COURSE OUTLINE

- Traditional Interview vs. Behavioral Interview
- Profiling the Candidate and the Job
- Steps to DISC Insight Personality Profiling

OBJECTIVES

In this training program, participants will:

- Understand that getting the right staff will save cost, time and energy
- Learn how a potential employee behave in different situations
- Learn the ability to interpret the DISC Insight Personality Profiling tools effectively to minimize the chances of getting the wrong staff
- Be competent in identify the possible of interviewee masking their behavior
- Ability to use the DISC Insight tool to recognize the different behavioral personality that will help in staff selection
- Improve your professionalism in hiring the right staff
- Discover how the interviewee acted in specific employment-related situations



- Interview Procedures: Behavioural-Based Method
- Questions: Behavioural-Based
- Verifying the Information

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