

**Behavioural Interviewing**

Workshop Duration: 2 Days
Facilitation in English

Workshop Description

Hiring the right person the first time is critical in today's competitive market. Develop the skills to conduct effective behavioural interviewing and avoid costly hiring mistakes.

Behavioural based interviewing proposes that by examining how an interviewee acted in specific employment-related situations in the past, an employer should be able to predict how they are likely to behave in the future.

In this workshop, you will learn how to develop and use this style of interviewing. This workshop is interactive and dynamic. Activities and role-plays help you to quickly develop your interviewing skills.

Who Should Attend

All managers, supervisors and leaders involved in the hiring process.

What You Will Learn

During the workshop, participants will:

- Determine the characteristics and traits they are looking for
- Learn to narrow the list to their key behavioural traits for the job
- Write a job ad or job posting that employs the behavioural characteristics
- Make a list of both behavioural and traditional interview questions
- Review sample resumes and cover letters with the behavioural traits and characteristics in mind
- Role-play performing a behavioural interview (as the interviewer and the interviewee)
- Narrow their candidate choices based on responses to the behavioural and traditional interview questions
- Select their candidate using behavioural characteristics that match the needs of the job in mind

