PROFESSIONAL DEVELOPMENT TRAINING

Behavioral Interview Techniques Training

REQUEST QUOTE

0.5 DAY COURSE

The new employee interview is an important step in an effective recruitment process. This Behavioral Interview Techniques Training course is designed to provide both new and experienced recruiters and HR specialists with the knowledge to determine the appropriate behavioral interview techniques that will help identify the most suitable applicants to hire.

By the end of this training, you will have learned the following: current trends in recruitment and selection, effective recruitment tools and techniques, tips on sourcing great candidates, different types of interview techniques and deciding which one to use, measuring the effectiveness of each interview technique, developing strategies for continuous improvement and much more.

This comprehensive training course is now available across the U.S., including Atlanta, Austin, Baltimore, Birmingham, Boston, Charlotte, Chicago, Dallas, Houston, Jackson, Los Angeles, Manhattan, Miami, New York, Orlando, Philadelphia, San Antonio and Seattle.

What You'll Gain:

Hiring new staff is an expensive and resource-intensive exercise. So hiring the right employee that has the right attitude, skills and cultural fit is essential. During this training course in Effective Recruitment: Behavioral Interview Techniques, participants develop better preparation techniques, learn interview strategies and develop better ways of selecting talent that will have longer tenure.

Outcomes

After completing this course, participants will:

- Learn about current trends in recruitment and selection
- Gain some tips on sourcing great candidates
- Recognize pros and cons of different types of interviews
- Identify, categorize and plan the strategic use of different styles of questioning

- Learn some techniques to avoid bias
- Develop strategies for measuring effectiveness, results and continuous improvement

Modules

Lesson 1: Getting Started

- Icebreaker
- Pre-Assignment Review
- Workshop Objectives

Lesson 2: Types of Interview Questions

- Direct Questions
- Non-Direct Questions
- Hypothetical or Situational Questions
- Behavioral Descriptive Questions
- Case Study

Lesson 3: Introduction to Recruitment

- What is Recruitment?
- Challenges and Trends
- Sourcing Candidates
- Requirements
- Case Study

Lesson 4: Avoiding Bias in Your Selection

- Expectancy Effect
- Primacy Effect
- Obtaining Bias Information
- Stereotyping
- Case Study

Lesson 5: The Interview

- Phone Interviews
- Traditional Interviews
- Situational Interviews
- Stress Interviews
- Case Study

Lesson 6: Measuring the Results

- Cost Breakdown
- Employee Quality
- Recruiter Effectiveness
- Fine Tuning
- Case Study

Talk to our expert team

Phone:

Email: