

Competency based Interviewing for Selection

Program Snapshot

An interview, while universally used for selection, must look beyond the technical abilities of a candidate. To find the right candidate, it is equally important to assess the applicant's behavioural/cultural fit for the job and the organization, since he will not be working alone, but with a set of other people. Designed specifically for hiring managers and human resource professionals, our interactive training program on Competency based Interviewing for Selection provides the skills and best practices essential to conduct interviews that go beyond a technical evaluation & assess a candidate's potential for selection based on his/her larger competencies. Delegates participating in this program will learn how to

- Design competency based interviews by understanding required competencies (knowledge, skills & behaviours) and indicators of qualities that need to be assessed
- Recognise the formats and techniques of a competency based interview and the time and structure needed to explore each competency
- Acquire evidence - questioning processes & methods deployed to shortlist/select candidates
- Observe the candidate's behaviours & handle, record and summarise candidate's responses to questions
- Evaluate and rate evidence(s) using a rating scale and recommend the next stage in the selection process
- Make objective selection decisions based on the evidence acquired during the interview process to have the right fitment for the job, as opposed to gut/intuition

For Levels

HR Managers and Interviewers in any function

Duration

1 day

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