

Behavioral Interviewing

LENGTH: 1 day

Course Outline

- What is Behavioral Interviewing?
 - What it is and what it isn't
 - How it's different from traditional interview questions
 - Why Behavioral Interviewing?
 - The logic of it
 - Background
 - What are the advantages?
 - What are the disadvantages?
 - Types of Behavioral Interviewing questions
 - Situational
 - Free response
 - Samples of Behavioral Interviews questions
 - How to craft *appropriate* and *effective* questions
 - When Behavioral Interviewing is appropriate and inappropriate
 - Following a line of thought, clarifying and following-up
 - How to develop questions that target key areas
 - For example: leadership, reliability, teamwork, initiative, problem-solving, ethics and critical thinking
 - Samples of each
 - How to interpret and use answers/interviewee responses to Behavioral questions
 - How to use Behavioral questions in conjunction with others
 - Role plays/mock interviews
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- Q & A and wrap-up

