

## Behavioral and Competency Based Interview Training - Learning Outcomes

- 1) Control and Manage the Interview
- 2) Interview Preparation (Investment)
- 3) Build professional Rapport and Employment Branding – Why?
- 4) Ask Legal Interview Questions / Avoid Illegal inquiries
- 5) Understand the difference between Traditional vs Behavioral Based Interview questions
- 6) Understand and Implement the STAR Model
- 7) Create Powerful Behavioral Based Interview Questions (Targeted)
- 8) Create thoughtful and pre-determined Resume Questions (Strategize the question order)
- 9) Understand the Pareto 80/20 Rule for effective interviewing (Effective Listening)
- 10) Develop effective Interview Documentation process
- 11) Pre-determine Green Flag Job Requirements, Technical and Behavioral Competencies
- 12) Pre-determine Red Flag Job Requirements, Technical and Behavioral Competencies
- 13) Develop Effective Assessment Tool (How to use)
- 14) Utilize Interview Skill Development
- 15) Understand the Team Interview Model / Structure
- 16) Enhance Confidence in Hiring Selection
- 17) Perform Resume Analysis
- 18) Understand the Horn / Halo Effect
- 19) Don't Coach or Interrupt Candidates
- 20) Evaluate All Candidates Consistently
- 21) Provide Timely Feedback to Recruitment
- 22) Don't overweigh First Impressions
- 23) Keep an Open Mind
- 24) Understand the "Cost of Poor" Hiring
- 25) Close the process / Explain next steps to candidates