

# Behavioural Interviewing

Behavioural Interviewing balances questions between understanding the specific tasks a candidate has done and exploring his or her approaches to doing them.

## Why use behavioural interviewing?

Did you know that more than 75% of turnover can be traced back to poor interviewing and hiring practices?

Did you know that if an untrained interviewer uses an unstructured interview format, the probability of hiring the best candidate is less than 15%?

The behavioural interview technique is used to evaluate a candidate's experiences and behaviours in order to determine their potential for success. This approach is focused on discovering how an applicant acted in specific employment-related situations: the belief being that the best predictor of future performance is past behaviour. This interviewing method compared to others provides a more objective set of facts to make employment decisions.

## Training Objectives & Outcomes

- Develop a strong understanding of the behavioural interview technique and how to apply it in your organization
- Explore competency based interview questions, probing techniques, and psychometric testing
- Understand how to maximize reference checks and background checks
- Experience the "Work Personality Index" recruitment tool first hand



Giving you and your team the performance edge



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