

Structured Interview Training: Adding Science to your Gut Feeling



Not so Good

"Tell me about yourself."



Better

"What do you see as your greatest strength on the job?"



Best

"Tell me about a time when you helped a customer make a difficult decision. What did you say or do and what was the outcome?"

**So, what changed in the examples above to make one question
BETTER than another?**

Research¹ suggests:

- **Face Validity Matters:** Applicants want to see a link between the questions asked and the job to which they are applying.
- **Twice as Predictive:** Asking consistent, job-relevant rather than random "tell me about yourself" questions DOUBLES your chances of hiring the best candidate/performer.
- **Behaviors Predict Performance:** Asking about past behaviors is the best way to predict future performance.

But, having a solid interview guide is not enough. Training hiring managers to conduct structured behavioral interviews properly is **KEY to successful hiring!**

We offer:

- Flexible Delivery Modules (2 to 6 hours, in-person or remote, multi-media platforms)
- Interactive Training Experiences (quizzes, role plays, practice and feedback, large & small group discussions)
- In-depth Learning about effective Interviewing including:
 - **WHY** - best practices, business case (candidate experience and legal requirements)
 - **WHAT** - competency based interviews, reduced rater bias
 - **HOW** - data driven to conduct, assess, rate, record and debrief

Contact us to schedule your training today!

E·A·S·I·i·Consult[®]
- BUSINESS DRIVEN BY SCIENCE -

¹ Wiesner, W. H., & Cronshaw, S. F. (1988). A meta-analytic investigation of the impact of interview format and degree of structure on the validity of the employment interview. *Journal of Occupational Psychology*, 61, 275-290.