



Behavioral Interviewing

Consistency drives equity

Any leader's success depends on placing the right people to deliver the right results. But many hiring managers improvise their way through job interviews, evaluating candidates for an arbitrary notion of "fit." Behavioral interviewing makes the process fairer and more efficient, resulting in objectively selected new hires who demonstrate the experience, skills, knowledge, and behaviors their roles require.

The Experience

In our Behavioral Interviewing course, learners apply insights to their reality and strategize with other leaders in group discussions and small breakouts. We explore the ABCD process for optimal hiring:

Assess requirements. Consider three types of role requirements and identify requirements for an actual role to be filled.

Build the interview questions. Select general, situational, and behavior-based questions. Decide what high-performance responses look like.

Conduct the interview. Ensure success by preparing follow-up questions, paying attention to nonverbal communication, and avoiding common errors and topics that are off limits according to employment law.

Decide on the best candidate. Make objective, inclusive hiring decisions by mapping candidate responses to role requirements.



Objectives:

After completing this course, learners will be able to:

- Outline a specific role and its requirements
- Create behavior-based interview questions
- Conduct an effective selection interview
- Confidently select the best candidate

Key Outcomes:

- Demonstrably more equitable hiring
- New hires better positioned to deliver desired results
- Increased new-hire retention
- Improved employer branding

Prework

A quick assignment—in the course workbook, delivered before the session—prompts learners to:

- Identify a specific role on their team that they need to fill
- List two capabilities their ideal candidate should have

This establishes a baseline as they consider role requirements in the workshop.

Postwork

The workbook contains worksheets to use before and after interviews, along with additional tips and resources.

Duration and Format | This course follows a 2.5-hour virtual instructor-led (VILT) agenda.

Target Audience | Hiring managers and recruiters.

Note: EEOC guidelines and references are applicable to participants hiring in the United States. Those hiring outside the United States should check with their appropriate HR resources to ensure compliance with local employment law.

Class Size | Up to 20 learners

Available Language | English

For more information about **hiring, onboarding, engagement, and retention best practices**, please visit www.gpstrategies.com.



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