

**Why does interviewing seem easy yet so often give poor results?**

As human beings we are inherently programmed to stereotype, generalize and fall victim to a range of biases. It's in our genetic makeup and a necessary part of our survival. Unfortunately, this can spill over into situations when making the wrong employment decision has serious consequences. We can't help ourselves, old habits die hard. Fundamentally this is the reason why despite thinking we are good at interviewing every now and then it doesn't go to plan.

**What is behavioural interviewing and is it best practice?**

Behavioural interviewing is asking people to talk about the way they have approached problems, rather than how they rate themselves or how they think they would perform. Research has consistently proven time and time again that it is the most effective way to conduct an employment interview.

**What's wrong with questions about strengths and weaknesses?**

Such questions are not related to job related criteria and result in the interviewer comparing apples with oranges as well as getting people to talk about how they see themselves.

**What skills do participants walk away with?**

This workshop aims to increase participants' confidence in conducting an employment interview that is effective in drawing out information that is truly predictive of performance. It's not just

knowing what to listen for, what not to say and how to interpret applicant responses.

**Who does the workshop target?**

Anybody that will be required to conduct employment interviews where the outcome is important.

**Learning is doing - keeping it practical**

This workshop naturally includes theory and understanding key concepts but the fundamental approach is one of discussing and doing. Practical exercises are a critical component.

**How does this workshop differ from others?**

The key themes are challenging participants' thinking, keeping it practical, an informal atmosphere with lots of open discussion and laughs and specific fundamental learning goals.



- ◆ Workshops include morning and afternoon refreshments and a la carte lunch.
- ◆ Workshops can be conducted at the client site and be tailored on organisational values.
- ◆ Total course costs including catering and workbooks \$5,490+gst (Up to 10 participants).