PROFESSIONAL DEVELOPMENT TRAINING

Behavioural Interview Techniques Training - 3hours

09 884 0762

REQUEST QUOTE

0.5 DAY COURSE

Actively seeking out qualified candidates is the best way to ensure that you find the talent you require. Effective recruitment is essential to improve the quality of the workforce and cut costs on frequent hires.

Effective Recruitment: Behavioural Interview Techniques Training Course is a short and to-the-point course that teaches participants how to use the tools and techniques to recruit successfully every time.

This is a practical class that is suitable for all audiences and provides people with the tools that they can apply on-the-job (and in other contexts) the very next day.

This is an instructor-led class that you can attend from home or your office.

We use secure Video Conferencing with interactive features such as live polling, screen sharing, whiteboards, live chat and breakout sessions. Please discuss your preferred platform, most commonly we use Microsoft Teams, Skype for Business, Webex or Zoom upon request.

These courses are facilitated in English, and are open to people from different industries across Australia, New Zealand, Singapore, Malaysia and Hong Kong - this is a short but powerful learning experience that gives you global collaboration opportunities.

Our trainers and processes have been refined to give you a personalised learning experience where it is specifically targeted to your needs see our outcomes in the reviews.

****Please note, these classes run to a very tight schedule, please follow the invitation and join the class 10-minutes prior to commencement so you are ready to participate and don't miss a minute!**

What You'll Gain:

Hiring new staff is an expensive and resource-intensive exercise. So hiring the right employee that has the right attitude, skills and cultural fit is essential. During this training course in Effective Recruitment: Behavioural Interview Techniques, participants develop better preparation techniques, learn interview strategies and develop better ways of selecting talent that will have longer tenure.

Outcomes

After completing this course, participants will:

- Learn about current trends in recruitment and selection
- Gain some tips on sourcing great candidates
- Recognise pros and cons of different types of interviews
- Identify, categorise and plan the strategic use of different styles of questioning
- Learn some techniques to avoid bias
- Develop strategies for measuring effectiveness, results and continuous improvement

---

Modules

Lesson 3: The Interview

- Phone Interviews
- Traditional Interviews
- Situational Interviews
- Stress Interviews
- Case Study

Lesson 4: Types of Interview Questions

- Direct Questions
- Non-Direct Questions
- Hypothetical or Situational Questions
- Behavioural Descriptive Questions
- Case Study

Lesson 5: Avoiding Bias in Your Selection

- Expectancy Effect
- Primacy Effect
- Obtaining Bias Information
- Stereotyping
- Case Study

Lesson 6: Measuring the Results

- Cost Breakdown
- Employee Quality
- Recruiter Effectiveness
- Fine Tuning
- Case Study

Talk to our expert team

Phone: 09 884 0762

Email: enquiries@pdtraining.co.nz