PROFESSIONAL DEVELOPMENT TRAINING

Behavioural Interview Techniques Training

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 Behavioural Interview Training course is designed for both new and experienced recruiters and HR generalists. Find a course near you throughout New Zealand, including Auckland, Christchurch and Wellington.

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 1: Getting Started

- Icebreaker
- Pre-Assignment Review
- Workshop Objectives

Lesson 2: Types of Interview Questions

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

Lesson 3: Introduction to Recruitment

- What is Recruitment?
- Challenges and Trends
- Sourcing Candidates
- Requirements
- Case Study

Lesson 4: Avoiding Bias in Your Selection

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

Lesson 5: The Interview

- Phone Interviews
- Traditional Interviews
- Situational Interviews
- Stress Interviews
- 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