


Presenter:
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Behavioral Based Interviewing:
What to Ask and How to Analyze Responses

Behavioral Interviews


- Focus on how they handled various work situations in the past
- Their response will reveal their skills, abilities, and personality

*The logic behind this interview tactic is that their behavior in the **past** reflects and predicts how they will behave in the **future**.*



Great Questions

Ask for specific examples of how they have demonstrated certain behaviors, knowledge, skills and abilities.

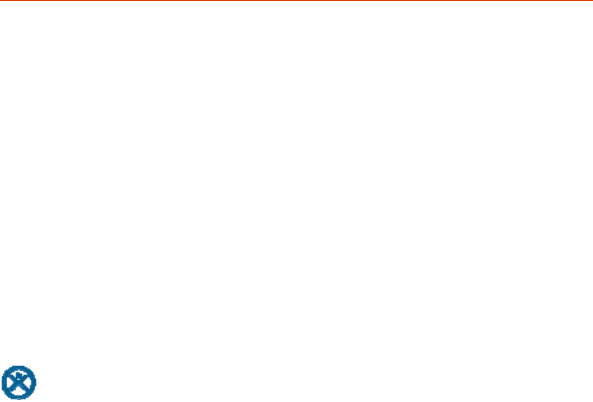


Perfect Answers

Provides verifiable, concrete evidence as to how the candidate has dealt with situations previously.



Draw What You Hear



Listen Closely

- Intelligent responses to given situations
- Good or poor reactions
- Self-motivation
- Problem-solving ability
- Can-do attitude



The Interview

- Prep
- Questions
- Debrief



The Prep

- Job description
- Hard and soft skills
- Resume



Job Description

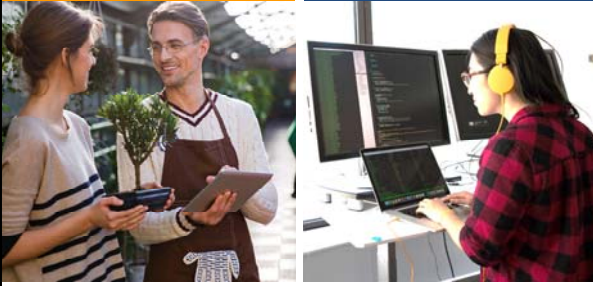
- Must haves vs. nice to haves
- Primary objectives
- Areas of responsibility




Evaluate

Soft Skills

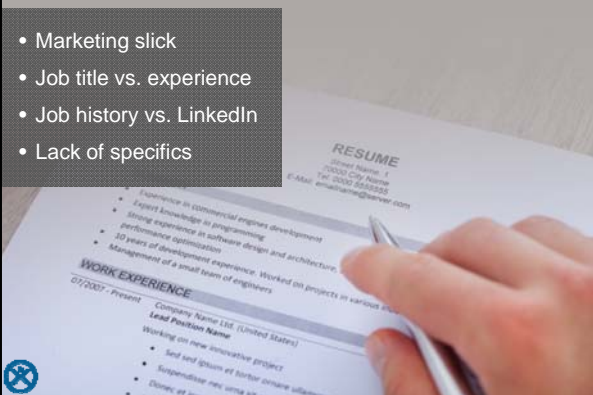
Hard Skills






Resume

- Marketing slick
- Job title vs. experience
- Job history vs. LinkedIn
- Lack of specifics





Interview Day



- Introduction
- Company and position
- Encourage conversation



The Questions. The Answers.

Determine situational responses

- Tell me about a time when...
- Give me an example of...
- Describe a situation when...




Assess the Candidate's Responses

The **STAR** Method...

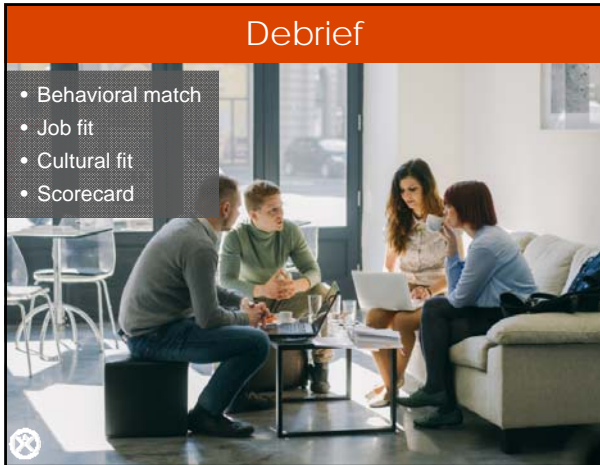
Situation
Task
Action
Result

Question	What	How	Outcome
1. Can you describe a time when you encountered obstacles in your last job while in pursuit of a goal?			
2. Tell me about a time when you faced competing deadlines. How did you handle it?			
3. Give me an example of a time when you had to step in for someone else.			
4. Tell me about a time when you had to make a quick decision. What happened?			
5. Tell me about a time when your work performance was affected by something outside of your control.			

Scorecard



- Objectively evaluate candidates
- Compare scores to determine top candidates
- Take notes to justify your score

















Omnia **people2.0**

CANDIDATE
35%
22%
8%
45%
55%
45%

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