Recruitment - behavioral interview, advanced techniques

#1 Behavioral interview unequal to a conversation - how to conduct an effective interview with a candidate?

- Do you have the impression that during the interview you waste a lot of time on the candidate repeating the content of the CV? We will show you what information in the CV to pay attention to, what and how to ask the candidate,

- Are you wondering if, during the interview, you can check whether the candidate has relevant competences for the position? The answer is: YES, with the right tool - the STAR model. During the training you will learn and practice this effective method of behavioral interviewing and thanks to it you will only ask strong recruitment questions and make better use of every precious minute of the recruitment meeting. You will also get practical tools from us that will guide you like a map: a card with the STAR model and a ready-made script for a conversation conducted with this model,

- It is worth learning from other people's mistakes! We will discuss those that are most often committed by recruiters during the recruitment interview, and we will consider how to minimize the risk of their occurrence,

- Don't be fooled by the candidates! During the training, you will learn about the "tricks" of answering questiones during a recruitment interview and ways to deal with them,

- If sometimes you have the impression that the candidates "manipulate" you or that they "sell" themselves well, and in fact you have little "specificity" about them, then NLP will be a great development of the STAR model - the secrets of neurolinguistics, thanks to which you will ask even more effective recruitment questions.

We conduct training in the form:
- ✓ stationary
- ✓ on-line
- ✓ hybrid - MIX

4GROW *lead the way*

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#2 Competences - a detailed map with which you will succeed in recruitment

- **What are these magical competences?** During the training, we will show you the essence of competences and their application in recruitment practice. You will see how much more effective and easier (because you know what exactly to look for) the recruitment process will be!

- You do not know how to find out if a potential employee has a specific competence and to what extent? You will learn to use the so-called behavioral indicators and you will no longer have any doubts,

- **Are you missing one standard to assess the competences of candidates?** With us, you will learn to use the competency assessment scale used in recruitment processes.

#3 Candidate's Recruitment Profile - how to define expectations towards the candidate you are looking for

- You will learn where to find the best information to create a Candidate Recruitment Profile and how to define all the criteria necessary to find an employee matching the position,

- You will receive a ready-made tool that will make your work easier and more effective: **a card with a Candidate's Recruitment Profile,**

- We will also analyze the most common mistakes while working with this tool, thanks to which you will avoid them in the future!

Individual training

Contact with trainer

Choosing the form of the training

Guarantee of the training date

Researching of the needs

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#4 The icing on the cake - the last and equally important steps in the recruitment process

"How to choose the" right one? " - you will learn how to carefully and comprehensively consider all the collected information. You will get a practical tool that will help you make your employment decision - the Employment Matrix.

In addition, we will deal with other techniques that increase the accuracy of the candidate's selection:

- The lack of motivational match may result in low commitment and efficiency of the employee, and even a decision to dismiss ... Therefore, when you already know what the candidate can do, it is worth checking what he wants to do - and thus examining the Candidate's Motivation Match! You will learn this during the training, and you will receive a practical tool from us: **the Candidate Motivation Matrix**, which will help you examine motivation at various levels - not only in relation to the preferred tasks, but also the candidate's values,

- More or less consciously, each of us is subject to psychological pitfalls, but in the case of a recruiter, they can significantly affect the candidate evaluation process. After the training, you will be prepared for them!

During the workshop you will learn, i.a:

- design and conduct an effective recruitment process

- select really important information about the candidate

- recognize threats that may arise when the expectations of the organization and the new employee clash

- verify whether the candidate has the competencies required for the position

- check the degree of matching the candidate's needs and values with what your organization offers

- recognize the candidate's level of motivation to work

Have any questions? Feel free to contact us.
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