

## PIN-POINT HIGH PERFORMANCE IN 3 SIMPLE STEPS

I urge you to Google "how to answer interview questions," and tell me what you find. Because that's exactly what your candidates are doing - delivering prepared responses, not authentic reactions, to your interview questions. If you're using the same generic interview questions, you're going to get the same generic responses. Don't let your candidates be more prepared than you! Learn to pin-point high performance and select the best talent with a unique interview method that can't be rehearsed.

### WORKSHOP DETAILS

#### *Target audience*

- HR professionals
- Hiring managers
- Anyone involved in interviewing

#### *Time investment*

- 3-hours
- 15-20 minutes of mid-session homework
- Option to deliver in 1, 2 or 3 sessions

#### *Workshop format*

- Live classroom
- Virtual classroom

#### *Workshop features*

- Varied audience interaction
- Live mock interview
- Take-away tools & resources
- Designed to be practical, interactive, memorable ... and a little bit BOLD!

### LEARNING OBJECTIVES

#### *Workshop participants will ...*

- Discuss the impact of a bad hire
- Discover the most reliable predictors of high performance
- Outline an ideal interview schedule
- Craft questions that reveal a candidates motivation, fit and passion
- Learn what to listen for and how to interpret candidates' responses
- Identify red-flag responses
- Discuss additional interview tips
- Participate in multiple hands-on practice exercises and put their skills to the test in a live mock interview

Selecting Talent is inspired by Carol Quinn's Motivation Based Interviewing method