



# Behavioral Event Interviewing

## **Introduction/ Overview of program:**

BEI's can be one of the most reliable tools in predicting an applicant's future on-the-job performance.

The theory of behavior event interviewing (BEI) is simple. It considers the best way for an organization to predict an individual's future behavior and performance is to have the individual talk about their past competencies, behavior and performance. There are additional benefits to both the organization and the individual as well.

This interview style is based in the belief that hypothetical responses – which are what most people give and what most interviewers ask for - do not predict how a person will act in a future situation. In fact, most of the time the answers an interviewee provides are what they believe the interviewer wants to hear

The additional benefits BEI's provide are the opportunities for HR departments and interview panels to use a standardized assessment method to measure the responses and qualifications of their prospects. .

## **The objectives of the Programme:**

By the end of the session the participants would be able to learn techniques to conduct Behaviour event interviews and shortlist potential employees.

The take away of the programme involves Interview evaluation forms for behavioral competencies for spe-

## **Who should attend:**

Programme is highly relevant for supervisors and managers at all levels having teams and intending to make their team members highly productive, empowered and matured in minimum possible time and minimum financial investment by transferring their tacit learning and experience acquired long period.

**Duration:** Two days

## **Course Content:**

- Selection and recruitment fundamentals.
- Types of Interviews Biographical, Situational and Competency based interviews.
- Interview Flow: Start, Body and Closure.
- Questioning Techniques: Probing, Coding and Attribution.
- Competency specific probing, L1, L2, L3.
- Establishing the consistency of information
- Behavioural event assessment question techniques
- Cultural fitment questioning
- NLP techniques to support your assessment

## **Benefits to Participants:**

Behavioral Event Interview can be used both by HR staff and managers. Its purpose is to get information to assess and evaluate candidates or employees and set forecasts in terms of their key competences necessary for the given position. The participants after going through this two days of programme;

- Will get an objective, fair and reliable tool for evaluating and comparing candidates.
- Can identify the best candidates for desired positions.
- Can identify the best employees in for specific corporate culture.
- Will get data that you can further classify and evaluate.
- Will set clear criteria for employee selection or assessment.
- Can eliminate bias in assessment.
- Will set reliable expectations regarding employees' future performance.

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