

GET THE WHOLE PICTURE

Asking Probing Questions in a Behavioral-Based Interview

Discover an interviewing approach that will help your organization prevent high turnover, eliminate unnecessary training and avoid damaging lawsuits. Dr. Paul Green, industrial psychologist and behavioral-based interviewing expert, delivers this advanced workshop designed to improve candidate evaluation. Five probing strategies and a proven assessment tool ensure that your organization's interviewers "get the whole picture" every time.

About the Program:

Get the Whole Picture has been painstakingly designed to ensure that your managers will know *exactly* how to get the *specific work examples* they need to evaluate and hire the right candidates and conduct *legally defensible* interviews.

This innovative new course combines a thoroughly researched Participant Learning & Assessment Tool with video simulations. This program helps learners to create their own *probing-styles profile*, develop a *personal action plan* and practice each of the five probing strategies. The 11 video simulations offer *intentionally diverse responses* to specific questions. With each simulation, participants focus on one of the five probing skills and are guided beyond the initial question to consider probing strategies that will get the answers and examples they need.

The Five Probing Strategies:

1. Return to the target of the question
2. Follow verbal and non-verbal leads
3. Probe for current work examples
4. Clarify actions and outcomes
5. Seek contrary evidence

After completing the Workshop, participants will be able to:

- Describe the five probing strategies and their associated skills
- Apply behavior-based probes during interviews
- Create their own probes "on the fly" to get the examples they need
- Avoid common "distracters"
- Conduct effective, *legally defensible* interviews

Target Audience: Managers and Supervisors

Course Length: 2.75 Hours