

NEW DVD & ONLINE TRAINING COURSE!

**UPDATED
VERSION!**

More Than a Gut Feeling IV

New! The all-time bestselling video from the AMI Signature Series... REVISED & UPDATED!

One of the **most loved** training films ever!
Ranked in the **Top-10 Best** all-time by Forbes.
Critics agree – **highly engaging** and possibly the
most **entertaining** video used in business training.
Freshly re-shot for today's workplace! Gut
Feeling materials have been used **globally** in 70
countries, **20 languages**. The only interviewing
program of its kind, has generated over \$25
million worldwide.

Based on the lifelong work & experiences of MLI's Chief Behavioral Scientist, Paul C. Green, Ph.D.

This program shows interviewers how to make the right hiring decisions, based on behavior-based interviewing (BBI) strategy developed by Dr. Green. "This approach is behavioral because of its emphasis on gaining specific examples of what a person has done, in order to predict what that person will do. It is based on the premise that behavior predicts. People tend to perform in the future in the same way that they performed in the past."

In this newly revised and updated version, more consideration is given to the idea of uncovering behavioral predictors, as well as thoughtful attention toward a thorough job analysis being the basis for developing effective BBI questions.

True **How-To** Training Points:

- How to plan a job-related structured interview that is defensible
- How to use a job description and other job research to begin building a structured interview
- How to gain a behavioral predictor that can be used to project an individual's job performance
- How to use questions in a way that will help you control the interview
- How to make hiring decisions based on facts and information, rather than gut feelings
- How to explain why the concept of past actions predicting future performance is so important in selection today
- How to use a job-related approach that will help you be legally defensible

More Than a Gut Feeling IV is a wealth of valuable job-related interviewing techniques to help build your best team while saving time and money.

Key skills presented include: asking rapport-building questions; answering the candidate's job questions; taking notes and explaining why; asking specific, open-ended questions to gain behavioral predictors; allowing for silence; maintaining control; getting contrary evidence and evaluating answers in a systematic way. This program applies these techniques to the most common interviewing situations and helps you to make selection decisions based on more than gut feelings.

For Your Business Issues On:

Hiring, Personnel Staffing, Recruiting, Retention, Selection Interviewing, Turnover, BBI

Program Synopsis

Two strangers, Ann and Will, strike up a conversation about interviewing practices while sitting next to each other on a commercial jet. Will has had previous problems hiring the "right" person because he doesn't know what questions to ask during an interview. Ann gives specific examples of how she uses behavioral-style interviewing to avoid making conclusions based on her gut feeling. Will follows Ann's techniques and successfully conducts his own interview!

Length: 28 Minutes

Facilitator Package Includes:

- DVD
- Training Leader's Guide, quiz and PowerPoint set (on DVD)
- How-To Book *Interviewing: More Than a Gut Feeling*
- *One Slide Rule of Legal and Illegal Questions*

Also Available:

- Slide Rule of Legal and Illegal Questions (packs of 10 for \$49.95)
- How-To Book *Interviewing: More Than a Gut Feeling* (starting at \$14.95 each)

Formats Available:

DVD, streaming, online courseware. Ask us about eLearning!

PRICING INFORMATION:

One Week Rental: \$295
License/Purchase: \$945 DVD
Preview FREE online – ask your training consultant!

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703-318-0838
www.trainingsolutions.com

