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## More Than a Gut Feeling III

### How-To Training Points:

- How to plan a logical, structured interview that includes pre-planned interview questions
- How to recognize the importance of developing an interview plan based on thorough knowledge of the job
- How to understand that a behavioral example is a specific life-history event that can be used to determine the presence or absence of a skill
- How to use interviewing techniques that allow for interviewer control
- How to explain why it is important to make selection decisions based on facts and information, not on a gut feeling
- How to explain why the concept of "the best predictor of future behavior is past behavior" is so important in the behavioral-based interview process
- How to recognize why some questions cannot be legally asked in the interview process

*More Than a Gut Feeling III* teaches you to select the most qualified job candidate by applying the ever-popular behavioral approach<sup>a</sup> to interviewing. This method, developed by industrial psychologist Dr. Paul Green, directs you to probe the job applicant for specific examples of their past.

The reason is simple: The best predictor of a job applicant's future work behavior is their past work behavior.

Viewers of *More Than a Gut Feeling III* will learn helpful job-related interviewing techniques practiced by so many hiring staffs all over the world. You can refrain from judging an applicant on gut feeling by: asking rapport-building questions; discussing the job; taking notes and explaining why; asking specific, open-ended questions to get specific answers; allowing for silence if necessary; maintaining control; getting contrary evidence and evaluating. This video applies these techniques to the most common interviewing situations and helps you to refrain from judging the candidate on intuition.

**SPECIAL FEATURE:** Dr. Paul Green introduces the video with a personal message about his behavioral approach to interviewing and concludes the video with questions to think about the next time you interview a job candidate.

### Video Synopsis

Two strangers, Ann and Will, strike up a conversation about interviewing practices while sitting next to each other on an airplane. 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!

### For Your Business Issues On

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

- **Length: 45 Minutes – 1.5 Hours (Depending on student ability); Streaming Video 32 Minutes**

**Purchase: DVD \$945 / VHS \$895**

**Rental: \$295**