



SEMINAR TITLE:

**Motivation-Based Interviewing: Interviewer Training for Hiring High Performers**

*(1/2 Day - 4 Hour version)*

SEMINAR OVERVIEW:

During a job interview, every candidate professes to be an overachiever who works hard to produce results. In reality, however, not all candidates are going to perform to the highest level once hired. Sometimes their best performance comes during the interview.

Have you ever asked yourself why your hiring results are sometimes so mixed? The most common mistake interviewers make that reduces their hiring effectiveness is to use the wrong criteria in deciding what makes someone a high performer. For example, many interviewers assume a person's skill level is the most reliable indicator of his performance level. Not so. This half-day version will teach attendees how an applicant's *attitude* is the key to predicting their future success. You will learn easy-to-use interviewing techniques that can improve your ability to hire top performers and avoid costly mistakes.

SEMINAR AGENDA:

The session agenda will include:

- ◆ Welcome and introduction.
- ◆ Learn why job skills alone do not determine future job performance.
- ◆ Examine the characteristics all High Performers share in common.
- ◆ Explore the *process of achievement* and investigate where it breaks down.
- ◆ Understand what "attitude" is and why it's so important to achieving great results.
- ◆ Must Test (fun "attitude" assessment exercise)
- ◆ Learn how to write effective interview questions...and practice.
- ◆ Learn how to assess each candidate's attitude towards overcoming obstacles.
- ◆ Acquire a POWER word you can use to uncover a High Performer "imposter".
- ◆ Learn interviewing tip and techniques for getting the information you need.
- ◆ Summary & Review

This is an abbreviated course in motivation-based interviewing. This fast-paced format involves lecture, video, and interactive exercises. Each attendee will receive a presentation printout for taking notes. After the session, the attendee will have a better understanding of one of the most powerful components all High Performers share in common that enable them to achieve above-average results. They will also be able to incorporate this assessment into their existing interview process. Please note - this course does *not* cover all of the information in the full-day motivation-based interviewing training.