

SPEAK!

ACTIONS

Behavior Based Interviewing

with Paul C. Green Ph.D.



PREVIEW

ACTIONS **SPEAK!** Behavior Based Interviewing

Paul C. Green Ph.D.

- Expert on behavior-based interviewing
- Conducted over 5,000 interviews
- Trained several hundred thousand on interviewing techniques
- Award winning video contributor
- Published Author

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Of

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Question Your Impressions

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Behavior-based Interviewing

- Job-related
- Structured interview

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Behavior-based Interviewing

- Past-event questions
- Draws from past actions
- To predict future performance

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Benefits

- Fewer costs
- Higher performance
- Lower risk of legal issues
- Increased retention
- Higher productivity
- Positive impact to bottom line

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**Gain a Behavioral
Predictor**

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- **Read a question**
- **Respect silence**
- **Take notes**

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Silence

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Ask Behavioral Probes

- Non-verbal signals
- Lack of information

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Ask Reverse Questions

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Stay Job-related

- Keeps it Defensible

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