High Performance Interviewing

How Your Organization Will Benefit

When you implement High Performance Interviewing, you help:

- Sharpen your organization's competitive edge through interviewing strategies that identify and attract the most talented candidates
- Reduce costs associated with poor hires based on incomplete information or misguided strategies
- Enhance your organization's image through interviews that make a favorable impression on candidates—whether or not they are ultimately selected
- Protect your training and development investments through interviews that lead to more appropriate—and longer term—candidate selections
- Realize results faster through performance-based interviewing techniques that more accurately assess and predict the candidate's ability to excel in the opportunity

Program Highlights

The High Performance Interviewing workshop gives managers the knowledge and skills needed to conduct professional, productive interviews that result in the best selection decisions for both the candidate and the organization. The program will enhance participants' ability to:

- Match candidate qualifications to job requirements
- Focus on behavioral characteristics that differentiate a qualified candidate from a top-performer
- Ask a series of targeted performance-based questions
- Obtain a more complete picture of a candidate's true profile—and the likelihood that he or she will excel in the opportunity being offered
- Minimize mistakes that accompany a hiring decision based on a "hunch" or the rapport built during the interview
- Foster communication and understanding on a deeper more human level through use of IPG's EQSKILLS® Communication Tools
- Empathize with the feelings of others, understand one's own emotions, and regulate one's behavior in a way that enhances interactions with others

How Learning Takes Place

High Performance Interviewing is a one-day, highly interactive workshop that uses proven adult-learning methodologies to ensure maximum involvement and learning. Activities include:

- Targeted readings and written exercises to acquire key concepts and skills
- Video and audio models to observe the program skills being used in realistic interviews
- Large and small group exercises to practice the skills
- Large and small group discussions to share experiences and ideas to strengthen understanding
- Case work and role plays to apply each skill to current interviews with candidates