

## INTERVIEW TECHNIQUES

As a full-service HR partner, Select has all the necessary expertise in-house. We are happy to share it with you. Our consultants are experts in the field of recruitment and selection and are happy to share their knowledge about one of the most common selection methods, namely, the interview. This course reinforces your employee's interview skills. The use of a variety of interview techniques as a selection instrument ensures that you can reliably select future and valuable employees for your company.

### YOUR CHALLENGES

- You wish to make the optimum use of various selection interview techniques.
- You want to increase the reliability of the interview process.
- You want to obtain a clear and objective picture of candidates using the correct interview techniques.

### OUR SOLUTION

During this training, Select puts its expertise at your disposal with the goal of introducing your organisation's recruiter to new interview techniques and reinforcing their current techniques. The goal is to ensure they obtain the optimum results when interviewing a candidate.

Once this course is completed, the recruiter who carries out the selection interview will acquire the relevant information from the candidate with respect to the organisation and the job in question. The interview will contain structured and non-structured questions as well as listening and observation techniques. In addition, during the course, attention will be given to present focused information to the candidate about the company.

### OUR APPROACH

Our consultants will provide you with in-depth instructions on how to carry out a professional and efficient interview. And, they will do so in a practical and hands-on manner. You will learn about the different interview techniques and discover how you can prevent subjective and faulty assessments. All of this knowledge is based on scientific literature, years of practical experience, and the best practices of other participants.

You will then integrate the theory with your current knowledge and carry out exercises during the course. This will be in the form of role play alternated with feedback. You will acquire hands-on advanced interview skills.

### WHAT YOU WILL ACHIEVE

Select helps your staff acquire and bolster interview skills. An interview is one of the most important and most used selection methods to find the right talent. This is why a proper interview adds value for your company and the current staff.

