



More Than a Gut Feeling IV

The all-time, best-selling video from the American Media Signature Series! REVISED & UPDATED!

Based on behavioral science!

This program shows interviewers how to make the right hiring decisions, based on the behavior-based interviewing (BBI) strategy developed by Paul C. Green, Ph.D. This approach is behavioral because of its emphasis on gaining specific examples of what a person has done in order to predict what that person will do. It is based on the premise that behavior predicts. People tend to perform in the future in the same way that they performed in the past.

In this revised and updated version, more consideration is given to the idea of uncovering behavioral predictors, as well as thoughtful attention toward a thorough job analysis being the basis for developing effective BBI questions.

For Your Business Issues On:

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

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 probe further and seek out behavioral predictors
- 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 IV contains a wealth of valuable job-related interviewing techniques that will you build your best team while saving time and money.

You can refrain from judging a candidate 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; probing for behavioral predictors; allowing for silence if necessary; maintaining control; getting contrary evidence and evaluating. This program applies these techniques to the most common interviewing situations and helps you to refrain from judging the candidate on intuition.

Program 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!

Length: 28 Minutes

Facilitator Package Includes:

- DVD
- Training Leader's Guide, quizzes and PowerPoint set (on DVD)
- How-To Book *Interviewing: More Than a Gut Feeling*
- *One Slide Rule of Legal and Illegal Questions*

Also Available:

- Slide Rule of Legal and Illegal Questions (packs of 10 for \$49.95)
- How-To Book *Interviewing: More Than a Gut Feeling* (starting at \$14.95 each)

Formats Available:

- DVD, streaming, eLearning

PRICING INFORMATION:

One Week Rental: \$295

License/Purchase: \$945 DVD

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