

Behavior Based Interviewing

Presented by Mary Ellen McCann
University Human Resource Services

Dec. 7

Who
Should
Attend?

All Full-time Faculty and Staff :

- ◆ Serving as a chairperson or a committee member on a search committee
- ◆ Intending to serve on a search committee
- ◆ Interested in serving on a search committee
- ◆ Any personnel involved in interviewing, selecting, and hiring employees
- ◆ Anyone interested in improving his/her interview skills whether or not serving on or intending to serve on a search committee

This is the philosophy of behavior-based interviewing with the goal of acquiring specific examples of how the candidate has demonstrated the use of the skills in the past.

The process starts with the identification, definition, and prioritization of the skills needed for the position, all of which participants will have the opportunity to practice in this session.

The next step in the process, which you will also have an opportunity to practice, is to develop questions around those skills which will provide you with specific examples of past use of the skills.

In this session, we will be working with the actual position descriptions that will be used for current searches.

Behavior-based interviewing is the model that search and screen committees are expected to follow.

PLEASE

RSVP by TUESDAY

22-NOV-2011

to

Jennifer Potter

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219-980-6705

“The best
predictor of
future behavior
is
past behavior.”

DATE: 7-DEC-2011 (Wed.)

TIME: 8:30 a.m.—12:30 p.m.

PLACE: IU Northwest
(location to be announced)

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