

# COMPETENCY-BASED INTERVIEW (CBI) TRAINING

## AN ESSENTIAL SKILL TO IMPROVE THE QUALITY OF ALL YOUR INTERVIEWS

Interviews play a significant role in our working lives, but few people receive appropriate training on how to use interviews to drive effective and objective decision making. CBIs provide a robust structure which will improve selection decisions, reduce employee turnover and control recruitment costs.

### KEY FEATURES

Competency-Based Interviewing is a widely endorsed technique which is used for both assessment and development of individuals. Individuals' past behaviour is explored and aligned with competencies that are required for the target role, thus providing a reliable prediction of performance.

Our course uses a variety of learning methods including:

- Experiential learning, balancing best practice theory and activity-based learning
- Group discussions
- Role plays & observation exercises

### WHY PROPEL?

Global expertise, impact and customisation. Our Occupational Psychologists bring a wealth of theoretical knowledge combined with practical experience to deliver an impactful course which focuses on enhancing delegates' performance, and that of their organisations. Private courses can also be tailored to suit your organisation's culture, strategy and competency framework.

### KEY BENEFITS

- Improve assessment and development decisions
- Reduce turnover
- Objective, consistent and fair application of selection criteria
- Confidence and familiarity with CBIs, using best practice questioning techniques
- Practice in the objective use of the ORCE assessment methodology
- Improved organisational brand through a positive and consistent candidate experience
- Improve cultural fit of candidates

### Who should attend?

- HR Personnel
- Recruitment and Selection Experts
- Talent Management Practitioners
- Anyone wishing to use competency-based interviews for recruitment, selection or development purposes



**SELECT  
FOR SUCCESS**



**DEVELOP  
TO DELIVER**

**DESCRIBE  
A TIME  
WHEN YOU...**

**TELL ME  
ABOUT A  
TIME WHEN  
YOU...**

**GIVE AN  
EXAMPLE OF  
HOW YOU...**

**HOW DID  
YOU DEAL  
WITH...**

Propel is a global talent management consultancy providing innovative services and products to organisations worldwide. Our passion is people.

## ▶ GLOBAL TALENT MANAGEMENT NETWORK

We deliver through 100+ talent management experts across 30 countries, with capability in 20 languages.

## ▶ TRUSTED EXPERTISE

We are trusted talent partners to leading multi-national and local organisations throughout the USA, Europe, Middle East and Asia.

## ▶ MEASURABLE IMPACT

We deliver real business impact and demonstrable ROI by combining best-practice theory into innovative, practical and measurable interventions.

## ▶ PIONEERING TALENT TECHNOLOGY

We bring together the most reputable and reliable assessment products and tools into a seamless, business-focused platform.



## CONNECT WITH US



[info@propel-international.com](mailto:info@propel-international.com)



UAE +971 (0) 4 375-9805

UK +44 (0) 207 193-3283

USA +1 (917) 338-0837



[www.linkedin.com/company/propel-international](http://www.linkedin.com/company/propel-international)