

Competency Based Interviewing Workshops



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What is Competency Based Interviewing?

The CBI approach is commonly used to standardise and reduce subjectivity in the interview process, which in turn allows a more accurate assessment of the interviewee.

It focuses on critical competencies (or specific job related criteria) and seeks to obtain objective information from candidates through specific past examples.

By using past experience a potential employer can predict future behaviour and job performance by:

- Eliminating misunderstandings
- Preventing personal impressions
- Reducing the candidate's ability to "fake"

Research into recruitment and selection methodology suggests that structured, competency based interviews can be one of the most reliable and accurate forms of assessing an individual.

The PPEARL Approach to CBI Training

The PPEARL delivery method combines a variety of techniques including discussions, role playing, theoretical learning and practical exercises.

The theoretical portion of the workshop emphasises the importance of setting standards and requirements for interviews, and ensuring all interviewers hold a common understanding

competencies required for effective performance within a role.

Delegates also go through interactive sessions to learn from a hands-on approach by interviewing mock candidates. Exercises and practical sessions of develop these key skills:

- Identifying appropriate competency weightings for specific jobs
- Developing behavioural questions related to a job
- Conducting a competency based interview
- Systematic and consistent evaluation and rating

PPPEARL Competency Based Interviewing Workshop

Duration

1 Day to 2 Days

Who Should Attend

HR Managers, HR Specialists, Recruiters, Interested Line Managers, Consultants and Executives involved in selection in various capacities

Course Content

- Interviewing as an assessment technique:- type of interviews, validity and pitfalls
- Identifying competencies from job descriptions
- How does CBI fit into the selection process?
- Question design using organization competencies
- The CBI process, technique and documentation
- Evaluating information and how to assess candidates from interviewing data
- CBI role play (practice on mock candidates)
- Evaluating candidates based on evidence
- Gaining additional information and using other assessment tools



About PPEARL

PPEARL is a HR consultancy with offices in Singapore and Malaysia. We partner with our clients to design effective and efficient HR solutions that are aligned with their unique business strategies and objectives.

We at PPEARL believe every individual plays an integral part towards an organisation's success regardless of their role. Our team of experienced consultants have the skills and tools to uncover those talents and bring out the best in every individual.

We can identify where people should be placed so that they are motivated to grow and perform to their maximum capacity.

PPPEARL

Uncovering the Talent Within