

The best predictor of
future behaviour is
past behaviour



Behavioural Interviewing

Despite the popularity of the job interview, the extent to which it will accurately predict job-specific behaviours varies according to the types and relevance of questions asked, the degree to which the interview is structured, and the skill of the interviewer. An unstructured, “getting to know you” conversation may not always provide sufficient information about a candidate’s experience and competence for the role.

Allworth Juniper’s Behavioural Interviewing Workshops are experiential programs that provide participants with the skills and confidence to develop behavioural interview questions, to conduct structured interviews, to evaluate responses, and, ultimately, to make better selection decisions.

Benefits to your people and business

- ◆ Increase performance and bottom line results by selecting the best people for your business
- ◆ Minimise the risks and costs of mis-hiring
- ◆ Build confidence and skills in conducting interviews
- ◆ Unearth information about a candidate’s skills and experience that is relevant to the role
- ◆ Implement a structured and consistent process for multiple candidates for the same role
- ◆ Provide employees with the opportunity to develop new and/or advanced skills

Why Allworth Juniper?

- ◆ **Experiential** – theory is kept to a minimum, the focus being on practice
- ◆ **Feedback** – extensive feedback is provided by facilitator, peers and self
- ◆ **Review** – after 1-2 months to gauge the extent of behaviour change
- ◆ **“Real” scenarios** – participants are encouraged to use work-related scenarios in their practice to make the workshop more meaningful
- ◆ **Customised** – we tailor the program to make it organisationally relevant
- ◆ **Qualified** – our facilitators are experienced and registered psychologists who are members of The Australian Psychological Society



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