



## Audition

Selecting the right person for the right job in the right company

"In the Internet space, picking and keeping the best people is everything. We have improved turnover by 8% in just twelve months."

– VP, technology company

## Program Benefits

Finding and hiring employees that possess critical competencies and skills (Can Do), internal motivation (Will Do), and are a match with the organization and environment (Will Fit) is an essential part of the performance equation. Building proficiency in behavioral interviewing is at the core of the Audition training.

The only reliable predictor of future performance is past performance. Presented with multiple, high-potential candidates, it is the skilled interviewer that can determine the best "fit." Audition provides hiring managers with the knowledge, skills, and tools to effectively assess a pool of potential candidates and make the best hiring decision.

Based on the well-researched and proven methodology of behavioral interviewing, Audition helps interviewers:

- Explore the associated expense and consequences of poor hiring
- Learn the nature and importance of the three key issues that impact the quality of the hiring decision: Can Do, Will Do, and Will Fit
- Learn the benefits of behavioral interviewing and the differences between it and traditional interviewing methods
- Learn how to write behavioral interviewing questions
- Learn proven best practices for individual and team interview planning, documentation, and assessment
- Master the skills necessary to perform a successful behavioral interview, including peeling the onion, with effective follow-up probes
- Learn the legal dos and don'ts governing the interviewing process as well as the areas that are appropriate to explore and those that are inappropriate to explore
- Build skill in the interpretation of interview results
- Learn how to effectively work as a team throughout the interview and selection process



## Program Description

Employing experiential and adult learning principals, participants work in small groups to explore the costs and associated consequences of making bad and good hiring decisions. Participants conclude that interviewing is one of the most important roles a manager performs and that it requires extensive preparation, planning, and skill.

Working with a hypothetical job opening, participants continue to work in small groups to explore, select, and discuss the key factors associated with competencies and skills (Can Do), internal motivation (Will Do), and company culture and environment (Will Fit). Participants then review two video segments. Each segment shows a qualified candidate being interviewed by one of two different managers from the hiring company. After each segment, participants discuss what they learned from the video and whether they would hire the candidate. After the second round, they explore the differences between a traditional and behavioral interview. They develop a new awareness about what kinds of questions produce the most predictive information and learn the nature and qualities of effective behavioral questions..

To reinforce their questioning skills, participants practice their use of the Situation-Action-Outcome model. Finally, they work together to interpret the results gathered from interviews. Participants use a distinct rating system to document and analyze the interview and at day's end, they develop a set of interview questions based on an actual job description for which they will likely interview candidates in the near future. They leave the workshop with a completed interview guide to use in their next interview.

"Audition has helped us hire 140 professionals in 90 days. And, if that's not enough, they are often outperforming our experienced co-workers."

– Executive consumer products company

## Audience

All managers and professionals involved in an organization's hiring and selection process will benefit from Audition.

## Implementation and Customization

Audition requires one trained facilitator per six teams of four. Competencies are at the core of the behavioral interviewing process. The program may be strategically customized to include an organization's own competencies, key skills, and talents; or a client may choose to select from a library of competencies available through BTS.

## About BTS

BTS focuses on the people side of strategy, working with leaders at all levels to help them make better decisions, convert those decisions to actions and deliver results. At our core, we believe people learn best by doing. For 30 years, we've been designing fun, powerful experiences™ that have profound and lasting impact on people and their careers. We inspire new ways of thinking, build critical capabilities and unleash business success. It's strategy made personal.

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