



Consulting and Training | Reach New Heights

Course Name

Behavioural Interviewing Techniques and Talents Assessment

Sector Name

HR Strategy and Training

Document Type

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Behavioural Interviewing Techniques and Talents Assessment

Course Introduction

This training program is designed by Boost to enhance the capability of HR professionals in applying behavior-based interviewing and assessment strategies that uncover true candidate potential. This program addresses the entire cycle, from role profiling to structured interviews and post-interview evaluations, focusing on aligning assessments with business needs and organizational culture.

Participants will master the art of competency-based interviewing, identify high performers using validated behavioral indicators, and reduce hiring bias while increasing talent predictability.

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Behavioural Interviewing Techniques and Talents Assessment

Target Audience

- ✓ Talent acquisition specialists
- ✓ HR professionals and recruiters
- ✓ Line managers involved in hiring
- ✓ Interview panels and HR business partners

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Behavioural Interviewing Techniques and Talents Assessment

Learning Objectives

- ✓ Design and implement behaviorally anchored interview frameworks
- ✓ Apply structured questioning techniques aligned to competencies
- ✓ Evaluate and compare candidate responses using evidence-based scoring
- ✓ Improve the consistency and objectivity of hiring decisions

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Course Outline

✓ DAY 01

Understanding Behavioral Interviewing Principles

- ✓ Why behavior-based approaches outperform traditional interviews
- ✓ The STAR method and behavioral indicators
- ✓ Aligning interview design with job competencies

Job Profiling and Competency Mapping

- ✓ Identifying core, technical, and leadership competencies
- ✓ Developing role-specific profiles and performance criteria
- ✓ Job analysis tools and stakeholder alignment

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Course Outline

✓ Day 02

Building Structured Interview Guides

- ✓ Translating competencies into behavior-based questions
- ✓ Interview blueprinting and sequencing
- ✓ Avoiding leading or biased questions

Mastering Behavioral Questioning

- ✓ STAR, SOAR, and CAR questioning models
- ✓ Probing techniques and red flag recognition
- ✓ Listening actively and capturing evidence

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Course Outline

✓ Day 03

Effective Interview Facilitation Skills

- ✓ Managing flow, time, and rapport with candidates
- ✓ Reading non-verbal cues and behavioral signs
- ✓ Handling candidate nerves and unexpected responses

Calibration and Panel Interviewing

- ✓ Roles and responsibilities in panel interviews
- ✓ Scoring consistency and calibration exercises
- ✓ Avoiding groupthink and panel bias

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Course Outline

✓ Day 04

Evaluation and Scoring Techniques

- ✓ Using rubrics and evidence grids
- ✓ Identifying high-potential vs. high-performance markers
- ✓ Managing close-call candidate comparisons

Predicting Cultural and Role Fit

- ✓ Assessing alignment with team dynamics and values
- ✓ Risk profiling and onboarding readiness
- ✓ Making transparent, fair, and data-informed decisions

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Course Outline

✓ Day 05

Minimizing Bias in Interviews

- ✓ Types of bias and their impact on hiring quality
- ✓ Interrupting bias in real time
- ✓ Structuring decisions to improve fairness

Building Interviewing Capability at Scale

- ✓ Training other managers in behavioral interviewing
- ✓ Updating hiring processes to embed structure and fairness
- ✓ Monitoring interview data and improving over time

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Dec. 28, 2026	Jan. 1, 2027	5 days	4950.00 \$	England , London
Sept. 14, 2026	Sept. 18, 2026	5 days	2150.00 \$	Virtual , Online
Jan. 10, 2027	Jan. 14, 2027	5 days	4250.00 \$	KSA , Riyadh
April 6, 2026	April 10, 2026	5 days	4250.00 \$	UAE , Dubai

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