



TIPS FOR CONDUCTING EFFECTIVE BEHAVIORAL INTERVIEWS

Uncover Insights that
Traditional Questions Miss

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Reveal the True Potential Behind Every Candidate

According to LinkedIn's Global Talent Trends report, 91% of companies use behavioral interviews to assess a candidate's soft skills, which have become more critical in today's dynamic work environment. By focusing on past behaviors, you can predict future performance more accurately than relying on hypothetical scenarios.

A well-conducted behavioral interview gives you insights into how candidates manage challenges, work under pressure, and interact with teams. This deeper understanding can significantly improve hiring success rates by 30%, as per a study by the Harvard Business Review.

Now, let's explore how you can make the most out of your behavioral interviews.





Prepare Structured & Open-Ended Questions

Tailor questions to the specific role and competencies you're assessing. This ensures consistency across candidates and makes it easier to evaluate responses. For example, ask, ***"Tell me about a time when you handled a difficult project."***





Encourage Candidates to Use the STAR Method

The STAR method (Situation, Task, Action, Result) helps candidates provide structured responses. By guiding them through this framework, you get a clear picture of their decision-making process and outcomes.



Listen for Key Behavioral Indicators

Identify evidence of skills like leadership, teamwork, and adaptability in their responses. Look beyond the surface and pay attention to how they communicate challenges they've faced and overcome.





Ask Follow-Up Questions

Encourage candidates to elaborate on their actions. Ask for specific examples such as, "What made you choose that course of action?" or "How did the team respond to your leadership?" This will provide more insight into their thought process/decision making.





Probe for Lessons Learned

Ask candidates what they learned from specific experiences and/or what they would do differently if given the chance. This shows their level of accountability and self-awareness.





Practice Active Listening

Be fully engaged in the conversation. Take notes and ask clarifying questions but avoid interrupting. Active listening builds rapport and helps ensure you don't miss crucial details in the candidate's responses.



Stay Objective

Focus on the actual content of their answers rather than superficial factors. Keep an eye out for behavioral trends rather than judging based on first impressions. This will help minimize unconscious bias.



Consider Role-Specific Behaviors

Each position requires different behaviors for success. Identify critical behaviors for the role in advance and assess how well the candidate aligns with those through their past experiences.