
Finding Good People is a Challenge

Competency-Based Interviewing® provides a unique competitive advantage in the search for qualified people in today's tight job market. It enables the interviewer to quickly identify the pattern of skills and behavior needed for success in a specific job and then select the candidate who best fits that profile. CBI is part of an overall management system designed to identify, evaluate, train, develop and retain competent employees. In order to succeed, grow and flourish, all organizations must strive to attract "best fit" candidates. They will need to train and develop these people to their fullest potential and induce a personal commitment to excellence. Extensive studies of the world's best run companies come to similar conclusions.

When asked about the nature of the issues they face, senior American and Canadian managers report that the vast majority are forms of "people problems." While technical, material and logistical difficulties are often nagging distractions, the manager's energy is most often spent leading, persuading and coaching subordinates toward accomplishments consistent with the vision and mission of the organization. Most managers agree that whether the task is building a house, sailing a boat to the South Pacific, repairing a jet engine or simply working together in a collaborative environment, the first priority is to assemble a team of competent, cooperative and internally motivated people. How difficult is it to find good people?

Reality-Based Expectations

Like most properties of nature, effectiveness and competency in workers is distributed along a continuum that takes the form of a bell-shaped curve. By definition, the vast majority of the work force falls in the average, or perhaps more realistically, the "mediocre" range. Only about one-sixth of the population on any measure of competency and effectiveness will be found above the average range.

These facts are essential in developing realistic expectations of an organization's hiring process. It is vitally important to a successful hiring or recruitment campaign that a clear profile of the necessary skills exists.

CBI is a Hiring System

CBI provides a consistent process and the tools to evaluate, compare and accurately measure the technical and personal/interpersonal (or performance) capabilities of a candidate for any position within the organization—big or small. As part of a highly effective management system, CBI can be combined with an aggressive recruitment campaign and some form of "testing" or objective appraisal of an individual's abilities.

Competency-Based Interviewing is a custom-tailored system of interviewing and evaluation. It enhances the reliability and validity of the process used to screen candidates. The process is straightforward in its application, easy to learn, simple to use and legally defensible. Based on solid scientific research, anyone can easily apply CBI after just one day of interviewing training.

CBI is based on two fundamental principles: First, successful candidates have in common a cluster of skills and abilities that can be identified and measured. These are referred to as competencies. They include intellectual, social, interpersonal and professional/technical competencies. Second, the single best predictor of future behavior is past behavior. The candidate's work behavior historically will predict his/her capacity for achievement in the future.

The benefits of finding a good worker are profound. You enjoy high productivity, less turnover, great morale and a much lower failure rate. When you hire "hard," you enjoy the genuine pleasure of managing "easy."

Contact us to register for a Competency-Based Interviewing training in your area. We guarantee that your one-day investment will be worthwhile.



**WORKSHOP:
COMPETENCY-BASED
INTERVIEWING**

DAVIDSON CONSULTING

PROVIDING GLOBAL SYSTEMS TO IDENTIFY, TRAIN, DEVELOP AND RETAIN COMPETENT PEOPLE

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