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Our Competency-Based Interviewing® (CBI) workshop teaches you how to develop a successful and legally defensible interviewing process. Using CBI, you will learn how to assess a candidate's technical and personal/interpersonal competencies. Our behavior-based selection process gives you the CLUES® to hire successfully. In fact, in over 10 years of training, 10,000 people at 3,500 organizations have been trained. There has not been a single successful legal challenge to CBI.

Competency-Based Interviewing gives you practical, real-world techniques you can apply to your selection system quickly and effectively. You will learn how to ask the right questions and choose the best candidate for your organization. Our interviewing system complies with United States federal and state laws, EEOC guidelines and with Canadian federal and provincial laws.

Since every organization's "corporate culture" is different, there are a number of customization options available. We make adjustments in the content of the In-House Training workshop to fit your environment and hiring constraints. The in-house workshop can be delivered in either half-day or full-day modules, depending on your needs.

During the fast-paced and entertaining in-house CBI workshop, your employees will learn how to use this selection system effectively in your organization. The *Guide to Competency-Based Interviewing* leads you step-by-step through the interviewing process, from evaluating a résumé to selecting the best candidate for a job.

The *Competency Investigator* serves as your

interview development tool during and after the seminar. Using the *Investigator* as your guide, you will become proficient with the assessment of technical and personal/interpersonal competencies during interviews. Best of all, the *Competency Investigator* produces a practical interviewing form or "protocol" for immediate application to your hiring process.

With the completion of our In-House Training workshop, your employees will be prepared to interview and select candidates the following day. Participants in our In-House Training workshop learn how to:

- Identify key patterns of skills and competencies necessary for success in your organization.
- Eliminate the guesswork that often impedes effective selection processes.
- Ask questions during interviews that will yield honest and thoughtful answers.
- Develop a legally defensible interview protocol using the proven methods of Competency-Based Interviewing.

In addition to the *Guide to Competency-Based Interviewing* and an initial supply of the *Competency Investigator*, all student learners receive a free trial version of our *SmartHire: Competency-Based Interviewing for Windows*® software.

Contact us to discuss the options available to your organization through our In-House Training program.



## IN-HOUSE TRAINING

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## DAVIDSON CONSULTING

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

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