



6 TIPS for behavioral interviewing

FIND THE STORY BEHIND THE CANDIDATE BY USING THESE TECHNIQUES

1 Don't ask "yes or no" questions
Elicit relevant insight by asking open-ended questions: like "Why do you think ...?"



2 Ask each candidate how she or he would handle a work scenario
"Tell me about a situation where you had to solve a difficult problem."



3 Use the same scenario with each candidate, to draw an "apples to apples" comparison
"Tell me about a situation where you had to solve a difficult problem."



4 Ask candidates to talk about a work situation they've faced on a job
"Tell me about a time when you had to assess and make a recommendation."



5 Ask follow-up questions to dig deeper into what a candidate was thinking about a specific situation
"Lead me through your decision process."



6 Be clear on what you are looking for in a candidate, and seek to get a sense of whether there is a fit
"Our group is deadline driven; how do you adapt under pressure?"



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