

Recruitment interview expert



RH-6 2 Days (14 Hours)



Description

Expert training in recruitment interviews allows you to be comfortable in conducting the recruitment interview and to go even further in knowing and evaluating the candidates you meet to increase the quality of your recruitments. We offer you tools from NLP and personal development sciences to deepen your recruitment interviews and better understand the candidate's suitability for the position.

Who is this training for ?

For whom

HR Director. Human resources director. Responsible for recruitment. Operational manager.

Prerequisites

- Master the basic techniques or have followed the training course "[Succeed in your recruitments](#)" (ref. 239).

Training objectives

- Validate a candidate's skills.
- Identify operating patterns and motivations using techniques from NLP.
- NB: the basics of recruitment are not covered in this training.

Training program

Avant le présentiel

- A self-diagnosis.

Adopter une stratégie de questionnement pour valider les compétences du candidat

- Remember the fundamentals of questioning.
- Identify your dominant listening attitude.
- Develop your active listening.
- Develop a strategy for questioning in interaction with the candidate and the objective of validating skills.
- Clarifying imprecisions in the language.

Objectiver ses choix pour décider

- Identify the candidate's operating patterns and his motivations at work.
- Check the consistency of the candidate's professional project with the position offered.

Repérer les phénomènes qui biaisent le jugement pour être objectif dans l'évaluation du candidat

- Understand your mode of operation through NLP tools.
- Become aware of the impact of your posture and behaviors.
- Establish a constructive relationship with the candidate.
- Identify your values and selection criteria.

Après le présentiel - Mise en œuvre en situation de travail

- Two strengthening programs: "One challenge per week for 7 weeks" and "Practice active listening" as well as a training module: "Practice active listening" .