

Reduce Bias in Interviewing

Conduct better interviews.
Hire better people.



SOLUTION:

Targeted Selection®, the most *accurate* behavioral interviewing system in the world.

YOUR VALUE:

Develop managers who apply objectivity and consistency to the interviewing process so they make the right hiring decisions.

VALUE TO LEADERS:

Leaders become skilled interviewers who can recognize and reduce bias.

"It provided the framework and methodology for consistency – it's been a total transformation."

Cory Kreeck

VP, Organizational Development, Beachbody

WITH TARGETED SELECTION YOU CAN:



Keep Bias in Check

Only 14% of leaders say they are confident in their hiring decisions. Improve hiring accuracy by teaching managers to recognize bias.



Lower Turnover

Organizations that use Targeted Selection consistently have reduced turnover by up to 50%.



Gather Relevant Data

Develop managers to focus the conversation on skills and behavior to get a clear picture of how the person will actually perform on the job.



Ensure Candidates' Fit

80% of employee turnover comes from bad hiring decisions. Increase the likelihood interviewers will choose the best candidate for the job.



Enhance Your Brand

42% of interviewees report being unhappy with their hiring experience. Ensure a positive experience and increase the likelihood candidates will accept your offer.



SOLUTION AT A GLANCE

Focus on Competencies

Use a highly structured process that focuses the interview on the specific competencies needed for the job.

Deliver a Consistent Interview Experience

Give every candidate an equal opportunity to discuss their qualifications for the job, no matter who interviews them.

Emphasize Behavior

By focusing on a candidate's past behavior, interviewers get the clearest picture of how someone is likely to behave on the job.

Level the Playing Field

By focusing each conversation on the same competencies, candidates are given equal consideration based on consistent criteria.

Proven Methodology

DDI launched Targeted Selection 50 years ago as the world's first behavior-based interviewing system.



HOW IT WORKS

1.

Collect accurate behavioral data while ensuring a positive candidate experience.

2.

Ask the right questions during interviews to make better hiring decisions, and use the DDI-invented STAR method to get candidates to prove how they've actually solved problems.

3.

Apply behavioral interviewing concepts in a conversation with another person during skill practice.

4.

Process the data that's collected during the interview to ensure objectivity and reduce bias.

5.

Make the best offer for the company and the future employee.

Your managers can't do it on their own.

Develop your leaders' interviewing and selection skills with several course options:

The Art of Behavioral Interviewing

Teach hiring managers to build rapport, manage an interview, and ask relevant, objective questions.

The Science of Behavioral Interviewing

Teach interviewers how to collect and fairly evaluate candidate data.

Microcourses

Enhance skills with short bursts of learning to build rapport virtually, determine job fit, and execute effective onboarding.



CHOOSE YOUR TRAINING TYPE

Bring your people together for a traditional classroom experience, either in person or fully virtual. Or, choose web-based training with convenient self-study options.

Our trainers or yours

We can deliver the training or certify your internal people to become top-notch trainers.

Take a closer look:

www.ddiworld.com/behavioral-interviewing