

The ELK Solutions' Competitive Advantage

Behavioral Event Interviewing



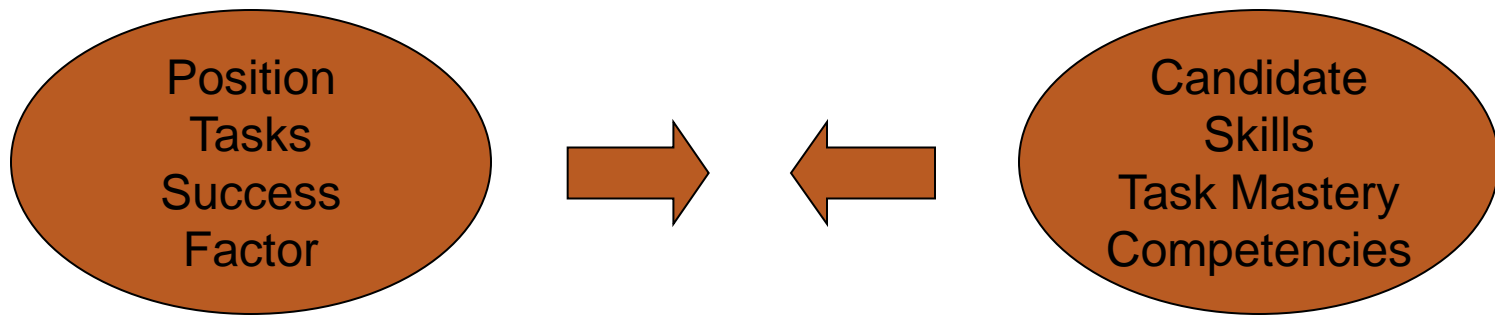
Definition of BEI

- Behavioral Event Interviewing (BEI) is an interview technique based on the premise that the best predictor of future behavior is past behavior.
- BEI allows the interviewer to:
 - Gain detailed job related examples
 - Assess past performance
 - Assess competencies



The Purpose of BEI

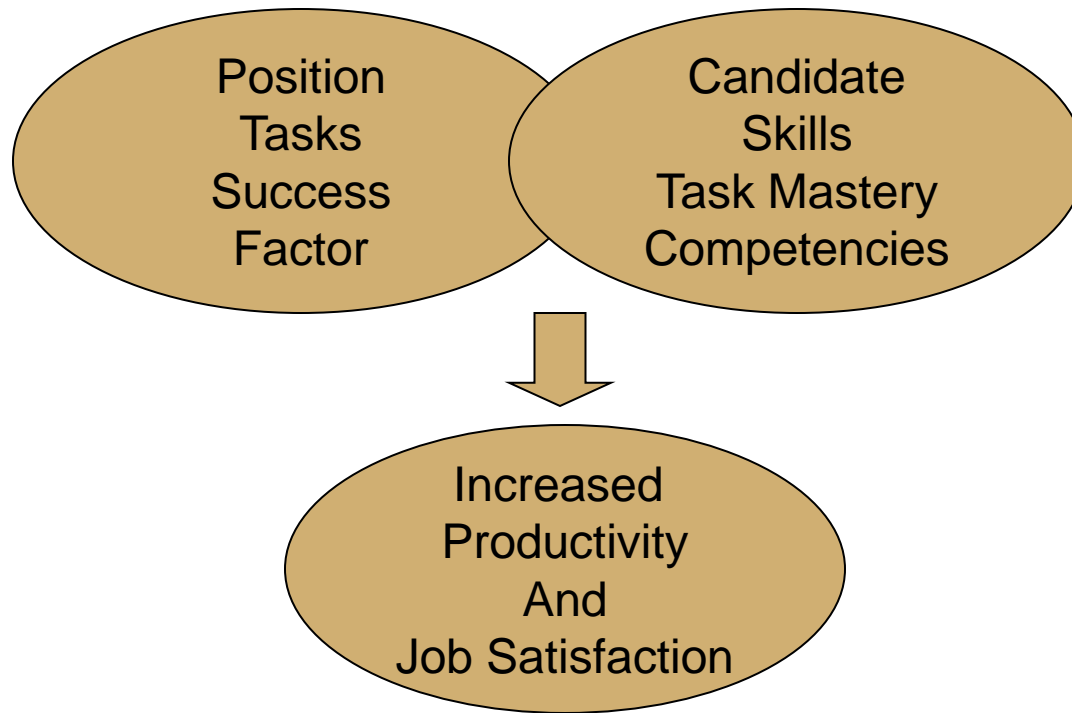
What is the purpose of BEI?



The purpose of BEI is to best match the candidates' skills, competencies, and motives with the requirements and success factors of the position.



The Purpose of BEI



The overriding objective is to improve the fit between the candidate and the position.

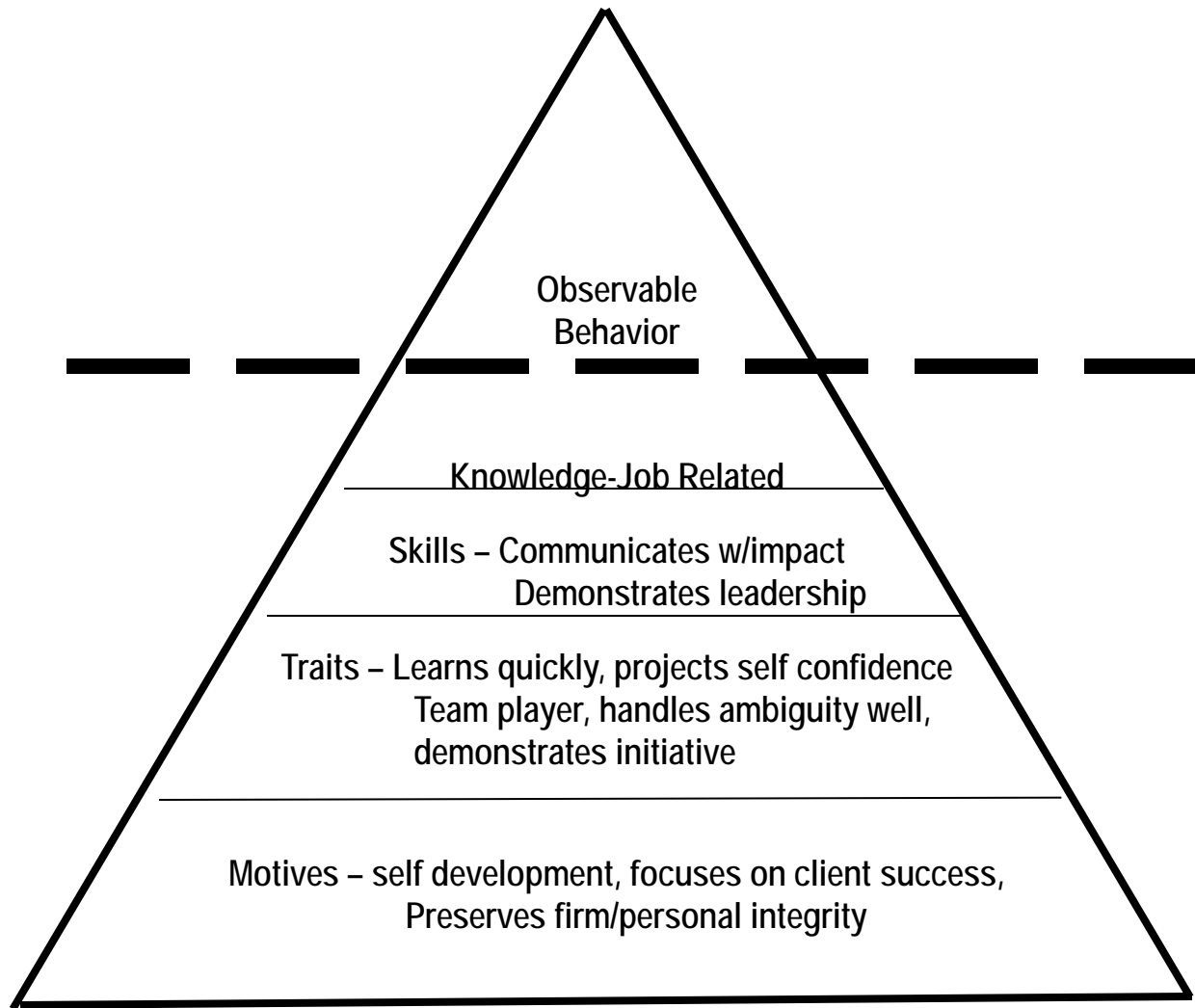


Competencies

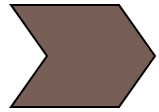
Competencies are the skills, areas of knowledge, attitudes, and abilities that distinguish high performers. These are characteristics that may not be easily observable but rather exist “under the surface”. Behavioral questions can help draw out examples of these competencies.



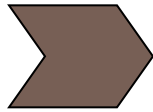
What Are Competencies?



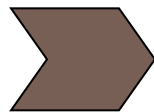
Benefits for the Interviewer



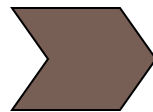
Provides objective criteria for assessing candidates



Allows interviewers to collect specific details about candidates' work and school experience



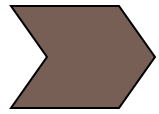
Focuses the candidate to provide more than "canned" responses



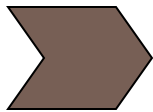
Focuses the interview



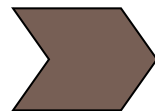
Benefits for the Candidate



Provides a chance to talk
in detail about work and
school experiences



Offers opportunity to
highlight strengths



Provides a chance to reveal
work style and priorities



Preparing for a Behavioral Interview

- Know your resume well and think through examples of experiences that highlight your skills, attributes and accomplishments in a variety of job/school-related situations
- Think through examples of behavioral questions and find specific examples that focus on your involvement in the situation



For Example...

- **Q:** "Describe a time when you worked on a team that was having difficulties."
- **A:** "I spent a semester working with a project team for my design class. Our assignment was...My responsibility was...The results were..."



Helpful Interviewing Tips

- With each question asked, think through what information is being sought and provide an example from your own experience
- Don't talk just to fill up dead air. Take a minute to collect your thoughts and organize your answer before replying
- Provide a short, concise overview of the situation



Helpful Interviewing Tips

- Be specific about your role in each situation
- Stay away from using “we” too often – the interviewer wants to know what “you” accomplished specifically
- Explain what you learned from each experience
- Ask the interviewer if he/she would like more detail



THANK YOU!

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"We Engineer Engineering Teams"