

Live webinar on

## COMPETENCY BASED INTERVIEWING SKILLS

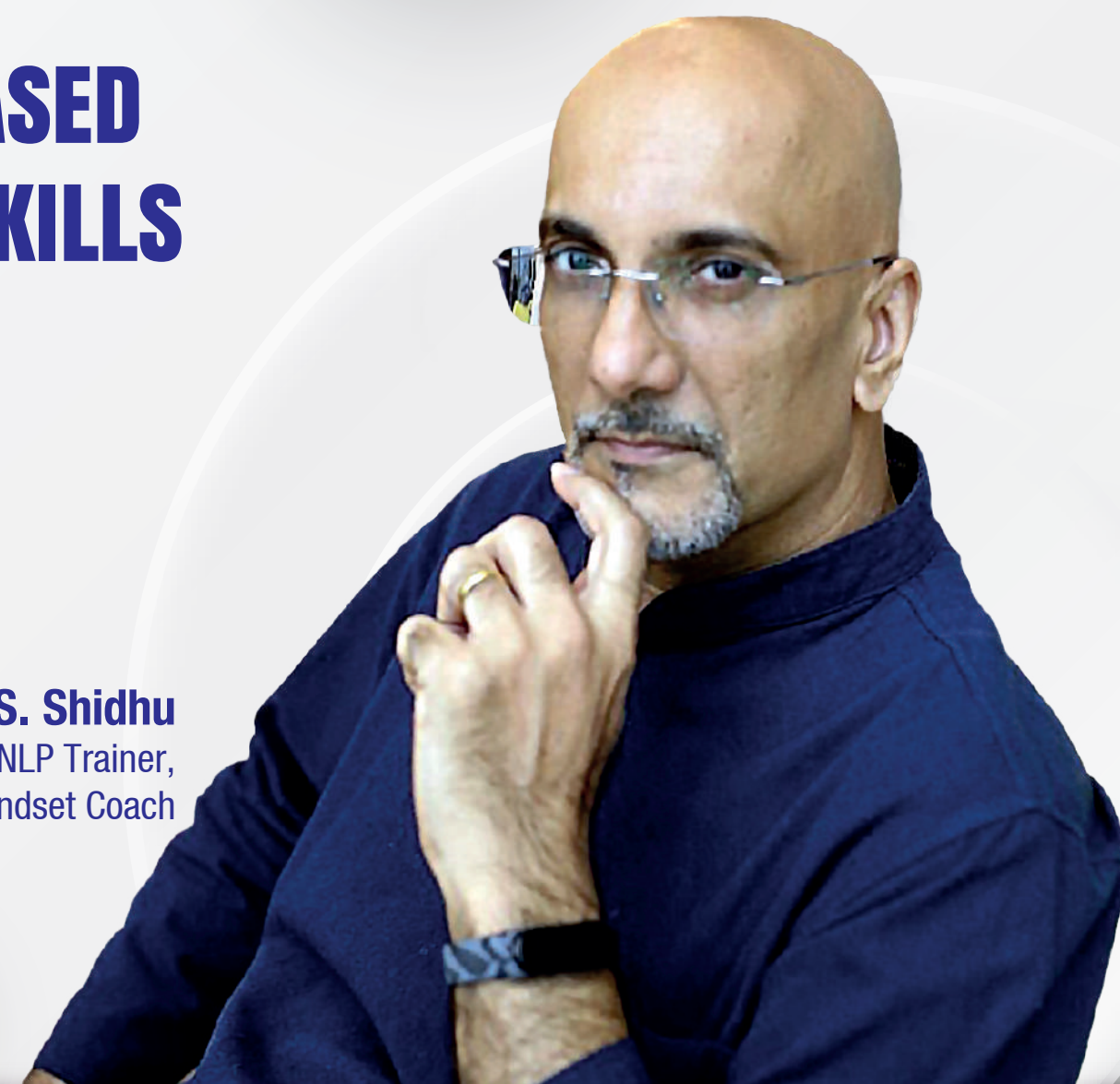
(Virtual/Online Training)

When- March 07 - 08, 2022

Time - 09:30 AM - 01:00 PM

**Dr. Harjit S. Shidhu**

Certified NLP Trainer,  
Mindset Coach



### Overview

This program which is a webinar/online training yet intensive and power packed workshop that covers Interviewers the much desired techniques and methodologies in achieving the above, devising questions in interview that would reveal the competency of candidates as well as 'reading' and conducting interviews beyond physical appearance. The competency-based interviewing technique within your selection interviews will help you identify those that will perform well within your team.

Sometimes 'what you see is not what you get', and to reverse the process of hiring may be too late or difficult. Customized especially for these officers who seek beyond conventional interviewing techniques and looking for something new. These real hands on techniques and tips would put you 'way above the rest' in terms of conducting interviews and knowing your subject well.

### Learning Objectives

At the end of this course, you will explore the objectives on how to:

- Identify competencies needed for the position and hence preparation for the interview.
- Evaluate and group data linked to a competency.
- Use WASP methodology as a guide to conduct the interview.
- Ability to scan the candidate via various techniques.
- Use competency based interviewing techniques.
- Make objective selection decisions based on evidence acquired.
- Questioning techniques to get the right information out – Questions bank (based on scenarios).
- Art of questioning to obtain vital information about candidate.
- Understanding advanced body language in order to 'read' subjects or interviewees.
- Ability to detect 'deception' during interviews.

### Key Learning Behaviours from this program

- **Able** to conduct a professional interview (the format & structure).
- **Knowledge on what to ask (Questions)** during Interview (with Competency in mind).
- Ability to **READ the candidate** (body language) including **detecting Deception**.
- Ability to **make selection based on competency** (clear about what competencies expected).
- Ability to build rapport and use the **WASP model of interviewing**.

### Course Outline

- What is of Competency Based Interviewing
- Competency Based interviews – The Framework
- Identifying the COMPETENCIES
- THE INTERVIEW PROCESS: The Art of Questioning during the Interview
- THE INTERVIEW PROCESS part 2: Observations during interview (Behavioural aspects)
- Dos and Don'ts during the Interview
- Making the Selection Decision: Evaluating and rating evidence
- W-A-S-P Interview

### About Facilitator

Dr. Harjit Sidhu, (Ph.D, FCCA, NLP, IHA), academically trained as Certified Chartered Accountant (FCCA) served in corporations (manufacturing, Internet startups, Automobiles and consultancy) for 18 years. This wealth of corporate experience became the groundwork in his journey as a Corporate Trainer and Business Coach for past 17 years in the fields of Leadership, NLP (Neuro Linguistic Programming), Emotional and Spiritual Intelligence, Hypnotherapy, Mindset and motivation as well as Innovation and Lateral thinking.

Being a competent, leading trainer in the region and an experienced Master practitioner of NLP (Neuro Linguistic Programming), Dr. Harjit shares the experience, techniques and mastery of these techniques to facilitate the 'transfer of knowledge' as well as 'leveraging on trainer's experience' to be used in real life situations as he believe that managers & executives are 'hungry' for techniques rather than information, which eventually produce desire results in individuals and the organization.

A firm believer and exponent of Experiential Learning, he designs and crafts various 'adult based' learning activities, simulations and demonstrations of these techniques to 'wow & drive curiosity' of the audiences which eventually results in higher retention and learning experience. His signature programs such as 'B.M.W. – Body-Mind-Wiring', 'Metamorphosis' and others have succeeded in transforming individuals as well as producing long terms effects in them.

To enhance his passion in Mindset matters, Dr. Harjit embarked to obtain his Masters and Doctorate of Philosophy (Ph.D) in Metaphysical Hypnotherapy (IMHS, USA). Being a graduate of Tony Robbins's (world's No 1 success coach) "Unleash the Power Within - UPW" program, he is also a 'Fire-walker' and 'Glass-walker' and is a Certified NLP Trainer ( American Union Of NLP and International Society of Neuro Semantics, USA). He is also a Certified Hypnotherapist (IHA & IMPA, USA) and a certified trainer with HRDF (Human Resource Development Fund and constantly develops new & unique programs that equips the working individual with powerful tools such as 'Transformational Communication' and others. He is regularly featured on local radio talk shows on BFM 89.9 for various personal development topics.

Dr Harjit is a Certified Business Coach under American Union of NLP and Certified Coaching and Counseling under International Metaphysical Practitioners Association, US. His knowledge, experience and passion in personal skills development particularly in the science of human behaviour & metaphysics and how it applies to working and business environments allows him to approach the coaching and trainings in the most practical and hands-on manner. His programs have been conducted internationally (Malaysia, Bangladesh, Cambodia, Pakistan, Sri Lanka, Singapore, Brunei, Thailand, Indonesia, Vietnam and India). Dr. Harjit possesses a unique ability of inspiring and connecting with individuals, blending humour and making complex topics and subject matter easy to understand. His clear and interactive but 'down to Earth' style has won him much praises from participants from leading companies in Malaysia.