

STRUCTURED INTERVIEWS—HIRE FOR THE COMPETENCIES YOU NEED MOST

Organizations investing valuable time and resources in the hiring process want final decisions based on more than impressive resumes and positive hunches. They need to be confident that candidates possess the competencies needed for high-performance on the job.

THE RIGHT PEOPLE IN THE RIGHT POSITIONS—AT THE RIGHT TIME

Research shows that typical interview practices do not distinguish performers from non-performers—often resulting in ineffective and costly hires. Research also shows that organizations make better people decisions when they follow a three-level decision-making process that includes:

- 1. Interview preparation**—identifying interview criteria—critical competencies, skills, experience, and perspectives needed for successful performance.
- 2. Structured interviewing**—asking competency-based, standardized questions and listening for specific responses or themes that help interviewers draw accurate conclusions.
- 3. Post-interview evaluation**—using data-based rigor to compare candidates enable organizations to apply science rather than instinct to crucial talent decisions.

- Evaluate the targeted competencies their organization needs for success in their talent management efforts.
- Identify the right talent for each position.
- Demonstrate fairness by using a set of tools designed for defensibility.

QUALITY OF HIRE, SPEED OF PROCESS

The Interview Architect[®] Suite offers organizations quality-of-hire and speed-of-process tools that are both flexible and user friendly. Updated reporting engines and processes make both the Express and Professional versions easier and faster to use. The Suite includes:

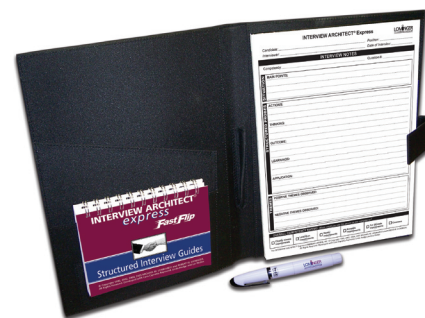
- **Interview Architect[®] Express Interviewer's Kit.** This user-friendly Kit includes everything interviewers need to conduct structured interviews. A FastFlip interview guide displays specific interview questions at a glance. An updated section features questions related to the seven International Focus Areas featured in the fourth edition of *FYI For Your Improvement*[™].

“Over the years, structured interviews—those with a specific set of competencies and an interview template (specific questions and look for’s) that get at those competencies—have probably done the best in predicting future success, assuming the competencies that were selected were right and the interviewers were trained.”

Eichinger, R. W., & Lomboard, M. M., & Ulrich, D. (2004). *100 things you need to know: Best people practices for managers and HR Professionals*. Minneapolis: Lominger International: A Korn/Ferry Company

FLEXIBLE TOOLS FOR COMPETENCY-BASED INTERVIEWS

Lominger's Interview Architect[®] Suite provides organizations with the competency-based tools they need to improve their interview “hit rate.” Interviewers use tools from the Suite in competency-based interviewing to:



TOOLS AND RESOURCES TO SELECT TOP TALENT

In addition to the Interview Architect® Suite, we offer these helpful tools and resources:

- Success Profile Architect®
- Korn/Ferry Decision Styles Assessment Model
- Leadership Architect® Library



• **Interview Architect® Express Online.** This subscription-based Web tool features behaviorally based interview guides that let interviewers assess competencies in a simple-to-use, single-page format. Users are also able to toggle back and forth from English to Spanish with this tool. Additional questions have been added to the Interview Architect® Express Interviewer's Kit and Express Online to allow interviewers to probe interview responses.

• **Interview Architect® Professional Handbook.** The 12 sections in the *Professional Handbook* help interviewers determine if candidates possess the competencies identified as crucial to success. Each of the 67 chapters in the *Professional Handbook* features a list of arenas/domains to explore, dozens of sample questions separated into four interviewing dimensions, themes to listen for, and the most likely resume of an applicant with these competencies.

• **Interview Architect® Professional Online.** This subscription-based Web tool features customizable, competency-based interview templates in a user-friendly format.

• **Interview Architect® Trainer's Tool Set.** This set is used to train hiring managers in using the Interview Architect® Suite. It includes the Interview Architect® Learning & Application Guide, Facilitator's Guide, and Interview Vignettes CD.



• **INTERVIEWING RIGHT: How Science Can Sharpen Your Interviewing Accuracy.** This hands-on guide combines scientific research with practical, experience-based tips. The book serves as a resource for hiring managers looking to acquire practical, how-to interviewing tactics; interviewers needing development suggestions to strengthen critical competencies; HR, recruiting, or training professionals who want to ensure that their organization's current interviewing approach is consistent with best practices; and for individuals with little exposure to structured interviewing processes to use as a pre-interview training tool.

• **Learning From Experience™ (LFE) Interview Guide.** This interview guide helps interviewers go beyond competencies to evaluate a candidate's ability to learn from experience and apply those learnings in first-time situations.

YOUR SITUATIONS. OUR SOLUTIONS.

Hiring the correct talent drives several efforts in the talent management process. Here are just a few of them:

- Talent mapping and succession planning.
- Onboarding and engagement.
- Management and team development.
- Organization effectiveness.

Our executive leadership development services can uniquely address your senior executive and leadership team developmental needs.

THE INTERVIEW ARCHITECT® TOOL SET— THE TOOLS YOU NEED TO SELECT TOP TALENT

Contact Lominger to find out how the Interview Architect® Suite can help you select the talent your organization needs to be successful.

