



Getfeedback

Schroder Behavioural
Accreditation Programme

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introduction

While psychometric instruments provide an evaluation of potential, Behavioural Event Interviewing (an advanced form of structured interviewing) gathers evidence of past behaviour against an agreed framework; past behaviour, of course, providing an indication of likely future performance in the role.

This method has been shown to have 50% more predictive validity than traditional interviewing, and research suggests it is especially effective when evaluating candidates for senior roles. This method is used to capture evidence of individual performance against a framework of behaviours required to succeed in a dynamic and challenging role (i.e. the Schroder framework).

It is a dynamic form of interviewing. The interviewee is guided to tell the story of successful and unsuccessful outcomes in recent business roles whilst the interviewer skilfully probes and clarifies exactly how success was achieved. Because the interviewee is recalling their story in an order that makes sense to them, accurate recall is enhanced and even the most nervous interviewees are given the best chance to portray evidence of their strengths and weaknesses. It is this dynamic style which differentiates Behavioural Event Interviewing from more traditional (often stilted) structured or critical incidence interviewing. The experience is more pleasant for the interviewee and more profitable for the interviewer in terms of gaining an accurate picture.

As noted, research shows that the best evidence of future performance is found in evidence of the behavioural competencies that the interviewee has displayed in the past. Accordingly, during this type of interview for selection, the role of the interviewer is to collate as much evidence as possible of where the candidate demonstrates they have used the correct competencies, at the correct level for the intended role.

This interview process places emphasis on the skills of the interviewer to collate detailed evidence during an interview and therefore, as for other forms of structured interviewing, consistency in the application of this process is extremely important and is best achieved by formally training interviewers in the technique.

Getfeedback's four day accreditation programme provides up to six individuals with the necessary skills to conduct these interviews as part of their recruitment and development processes.

Accreditation Process Overview

1. Aims and Objectives

To improve the ability of the delegates to interview in order that they are equipped to identify individual strengths and limitations. This will enable the team to better predict the potential of candidates.

2. The Process

Day 1 Introduction to the Behaviours

- Introduction
- The Background Research
- The Behavioural Framework
- Practical Exercises – illustrating the behaviours

Day 2 Introduction to Behavioural Event Interviews

- Introduction to the Approach
- Why Use a Behavioural Event Approach
- The Do's and Don'ts of Behavioural event Interviewing
- A Practical Demonstration
- A Chance to Practice

Day 3

- Further competency/BEI coaching – as agreed with participants

Day 4 - The Accreditation

- Complete a 30-minute behaviour statements exercise – rate to 85% accuracy
- Conduct a Behavioural Event Interview and capture and rate behavioural competencies to 85% accuracy.

costs

Behavioural Event Interview Accreditation Course

BEI training course: £6,000 for up to 6 people

Includes all training and examination costs. Does not include venue hire or tutor travel and accommodation expenses. Assumes 3 days of training and 1 day of assessment and that all delegates are assessed on the same day. Additional training and/or assessment days will be charged at £1,500 per day.

Getfeedback can also conduct BEI interviews on your behalf or in support of your team. Please contact us to find out more about this service.

To discuss this in more detail please contact James Shimmen on 01491 845 532 or info@getfeedback.net