



## Features and Benefits of Interview Generator

Interview Generator (IG) is...

Feature	Benefit
<b>Competency Based</b>	Built on the specific behaviors that underlie successful job performance.
<b>Job Related</b>	Not generic: questions, answers and rating criteria relate to specific positions.
<b>A Behavioral Interviewing System</b>	Extensive research supports behavioral interviewing (i.e. past performance as a reliable indicator of future performance) as the most effective technique available; 90% of the interview questions in IG are constructed as behavioral questions.
<b>Legally Defensible</b>	Built-in focus on the specific job offers protection against potential claims of discrimination, favoritism, or interviewer bias.
<b>Structured, yet Flexible</b>	Multiple interview questions supply the interviewer with more than enough material for an in-depth interview, but with opportunity for probing follow-up questions.
<b>Objective; includes the "Answers" to Interview Questions</b>	It's not enough to ask a good question; interviewers need to know what to look for in a candidate's response. This tool pairs specific "target behaviors" with each interview question.
<b>FAIR and Reliable</b>	Using a defined rating system, the interviewer assesses each job-related competency, then the candidate's suitability for the job overall.
<b>Establishes a Legal Record</b>	The IG guide captures the interviewer's observations and feedback, serving as official documentation of the selection process.



Resources for Interviewers



Resources for Interviewees



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