Ambrose Landen
CONSULTING

An Ambrose Landen Leadership Workshop



Why This Workshop Matters

Hiring mistakes are costly. Behavioral interviewing helps your managers identify how candidates have acted in real situations — the best predictor of future success.

Key Benefits

- Improve accuracy and fairness in hiring decisions
- Reduce turnover through better selection
- Strengthen legal defensibility of interviews
- Build interviewer confidence and consistency
- Align hiring with culture and performance goals

Ideal For

Supervisors, Managers, HR Professionals, and Team Leaders responsible for interviewing and hiring.

Workshop Overview

This interactive session provides a practical framework and tools for conducting structured, behavior-based interviews. Participants learn how to assess job-related competencies, evaluate answers objectively, and make informed hiring decisions.

Learning Objectives

- Apply the Behavioral Interview Model (STAR)
- Identify key performance competencies
- Develop effective behavioral questions
- Probe for depth and accuracy
- Recognize bias and avoid illegal questions
- Evaluate responses using structured rating tools



Workshop Format

• Half-day or full-day options available
• Interactive exercises and role plays
• Includes customizable interview guides and templates

Sample Agenda

1. Introduction to Behavioral Interviewing
2. Identifying Core Competencies
3. The STAR Question Framework
4. Legal and Fair Interviewing Practices
5. Practice Interviews and Feedback
6. Developing Your Own Question Bank



Bring Ambrose Landen to Your Organization

Custom workshops available for leadership teams and hiring managers. Contact Ed Doherty to learn how this program can be tailored for your organization's hiring culture and talent goals.

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StAR METHOD
Impact Interviewing