



Predicting Success

Interviewer Training

Predicting Success
by Recruiting Toolbox is a
comprehensive interview
training program designed
to help your hiring managers
and interviewers hire the right
talent for your organisation.



Hire better talent. Engage hiring teams. Create better candidate experience. Improve phone-screen to interview to offer ratios.

What you get...

Better long-term hires. Alignment.

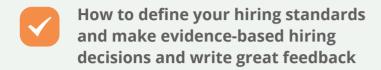
Our focus is on driving alignment with your hiring teams. When your interviewers, hiring managers, and recruiters are aligned on your hiring principles, your hiring criteria ("what good looks like"), and your process, you get to high-bar hiring, at scale.

Confident, faster hiring decisions.

The program is loaded with practical, how-to information that will help improve speed and quality of hiring, increase the confidence of your interviewers, and create the kind of candidate experience that will help you attract and close world class talent.



What will you learn?



How to setup a quality interview process and ensure you have the right interviewers, focused on the right criteria

How to create and leverage best-practice behavioural, situational, role play, problem solving and white-board questions

How to evaluate skills, competencies, achievements, and motivators to predict if this candidate will succeed in their role and your unique culture

How to develop your hiring philosophy ensuring your interviewing team make the right tradeoffs when faced with imperfect candidates

How to create a great candidate experience

How to attract and sell top candidates by leveraging smart questions and speaking to A-player motivator



We go beyond behavioural interviewing 101 to focus not just on whether or not the candidate is a good culture fit, but also whether or not they meet our hiring bar, whether they can deliver at the level we expect, and if they really want to do this work. You can't do all of that with traditional "tell me about a time" questions, and you definitely can't count years of experience or look at pedigree to predict capabilities. The Predicting Success methodology is **laser focused** on gathering and using evidence of past and present, in-the-room performance to predict whether or not this candidate will be successful in this role, on your team, in your culture, in your company."

John Vlastelica,

Your Trainer and Author of Predicting Success & Managing Director of Recruiting Toolbox