

# 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.

To find out more contact [sales@socialtalent.co](mailto:sales@socialtalent.co) or Search "Social Talent"

## What will you learn?



How to define your hiring standards and make evidence-based hiring decisions and write great feedback



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*