**What is a Behavioural Interview?**

A technique used by employers in which the questions asked assist the employer in making predictions about a potential employee’s future success based on actual past behaviours.

**\*Based on the assumption that past behaviour is the best predictor of future behaviour.**

Questions often begin with a lead-in phrase that asks the candidate to provide examples:

“Can you give me an example of…”

“Describe a situation when you were called upon to describe…”

“Tell me about an example of a time when you…”

“How have you handled…”

“Explain your role in…”

**Who is using it?**

* Behavioural interviewing has emerged as one of the most effective methods today.
* It is founded on solid research in the behavioural sciences, and its effectiveness has been validated repeatedly in a wide variety of corporate environments.
* More than 90% of companies are now using some behavioural based questions.

**Benefits**

* By asking very detailed questions about the candidate’s thoughts, feelings and actions in past situations, you can then look for clear evidence as to whether or not they possess the qualities you are seeking.
* The ability to transfer skills learned in one environment into a different setting is a good predictor of future behaviour.
* You’re able to not only hear what the candidate accomplished, but how they went about reaching a goal.
* It is easier to distinguish what a candidate “has done” as opposed to “might do” at work.

The risk with *non-behavioural* questions is that the interviewee may provide a well thought out answer, with all the correct ingredients, however the answer may not reveal the person’s ability in real life at all.

Sample Question:

*What would you say is your greatest contribution when you work as part of a team?”*

Sample Answer:

*“I listen to other people’s ideas, I encourage the quieter members of the group, etc”*

Note: These materials have been developed and adapted from a range of sources for the purpose of the Bruce County Job Search Club.