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Competency Based
Interviewing
(CBI) is widely
used by
employers in
recruitment
processes where

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interviewees are required to demonstrate specific competencies/skills under various scenarios. It is an interview technique to identify and assess the competencies of candidates for a particular job.

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Why Competency- based Selection Should Be in Your Toolkit

Competency-based recruitment approaches generally rely on a series of assessments that are designed to help prospective employers and

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recruiters
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identify
Selection Willy
candidates who
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possess valuable
skills,
training,
experience, and
response
mechanisms that
can help them
deal with the
everyday tasks
the specified
position

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requires.
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Making Employee
Recruitment and
Selection
Competency Based

•••

You'll often
come across
competency-based
selection
methods in the
recruitment
process. These

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operate on the
premise that
past behaviour
is a good basis
for predicting
future

behaviour, and
take the form of
competency-based
questions that
are asked
verbally during
the interview,
or during a

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written

competency-based
selection test.

**5 Unique
Benefits of
Competency Based
Recruitment and**

...

If the use of a
competency-based
recruitment and
selection
process resulted

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in an
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organizational
useful
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selection, then
we are satisfied
that the
approach is
working. In this
step, we are not
presenting a
method of
determining
whether the best
selection was

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made, nor are we attempting to determine the future use of the process based solely on the outcomes of one selection.

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recruitment and
selection
focuses on
identifying
those candidates
that can
evidence those
behaviourally
defined
characteristics
which underpin s
uccessful/superi
or performance
in the role you

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are seeking to
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fill. In
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recruitment -
Wikipedia**

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Recruitment and
Selection. One
Day (2 Day
programme also

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available) Any
people who are
involved in the
selection and/or
recruitment of
staff, including
Line managers,
HR managers,
Recruitment
consultants, HR
recruitment
staff and
Employment
Equity Committee

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Recruitment And

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Recruitment? -

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Interview A beha

vioural-based

interviewing

process designed

to provide

employers with

specific data

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that allows them to predict future job related behaviour
Questions will evolve around personal experiences of the applicant and practical work related questions designed around specific

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and pre-determin
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edcompetencies
Selection Wiley
Standard scoring
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system which
HRM
refers to behavi
ourindicator

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Interview and
Selection
Techniques ...

When using the
competency-based
approach, they

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work with
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managers to
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compare evidence
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of competencies
HRM
with competency-
based selection
criteria.

Recruiters and
HR practitioners
should focus
their attention
on the
applicants'
competencies as

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Selection Wiley
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Hrm

discovered and
documented to
the minimally
acceptable,
fully
successful, or
exemplary
competency
requirements for
the department,
occupation, work
role ...

Competency-based

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Based
Recruitment and
Selection And
Interviewing . . .
conduct
structured
competency-based
interviews
confidently and
effectively with
the competency
evidence
collection
framework;
Outline.

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Understanding
Recruitment And
Effective
Competency Based
Interview (CBI)
Selection
Series in Strategic
HRM

Method: -
Definition,
scope and
strategies -
Mechanism
before, during
and after the
interview;
Preparing and

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Planning for CBI
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Selection
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Competency based
recruitment and
selection
systems are
empowering
recruiters and

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hiring managers
Recruitment And
with the
Selection
information
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needed to make
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smarter hiring
HRM
decisions. Let's
take a look at
how competency
based systems
are aiding the
talent
acquisition
process.

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Eliminate Bias.

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selection can be

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a challenging
process that
goes beyond
interviewing
candidates for a
position.

Managers often
hire personnel
based on how
well a job
candidates
present
themselves or on
their gut

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instinct, which
they often later
regret.

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Interviewing
(CBI) Skills -
best practice
principles,
tools, process
and methods

Slideshare uses
cookies to

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improve
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functionality
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and performance,
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and to provide
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Qualifications
Standards**

Competency-based
recruitment is a

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process of
recruitment
based on the
ability of
candidates to
produce
anecdotes about
their
professional
experience which
can be used as
evidence that
the candidate
has a given

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competency.
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demonstrate
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competencies on
the application
form, and then
in the
interview, which
in this case is
known as a
competency-based
interview.

Recruitment &

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Hiring the Right
People**
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Competency-based
recruitment
leads to a
standardized or
structured
selection
process since
the same metrics
are used to
assess all

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applicants to
the same
position. Wiley

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Competency-based
recruitment
provides clarity
for the
recruiters and
candidates as
well about the
requirements for
the vacant
position to be
filled.

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Competency-Based Recruitment and Selection | Human ...

Competency-based selection favors diversity. By focusing on behavior, competency-based selection can ensure that people of all

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Selection Wiley
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ages and
backgrounds
receive
consideration,
regardless of
the length ...

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Recruitment and
Selection
Training**

Competency-based
selection (also
known as

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behavioral
selection) is a
well-known
selection method
about which many
books have been
written, and
many training
courses
delivered.

Despite this, in
my conversations
with other in-
house

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Based
recruitment
teams, it has
surprised me how
few companies
apply the
technique as
part of their
recruitment
methodology.

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