



Based on a DiSC Model: What is a Behavioral Interview?

《DiSC模型：什么是行为面试？》

Objectives and Content 目标与内容

Based on John & Sons Wiley Publishing firm materials, we learn DiSC model of behavioral interviewing skills.

Participants shall:

- Learn to analyze the costs incurred when a wrong hiring decision is made.
- Develop a fair and consistent interviewing process for selecting employees.
- Prepare better job advertisements and use a variety of markets.
- Develop a job analysis and position profile.
- Use behavioral, achievement oriented, holistic, and situational interview questions.
- Understand the basic employment and human rights laws that can affect the hiring process.

所有已发表的研究成果和实践均已证明行为面试的效用。但很少企业能将行为面试真正发挥到实处。这门课程根据 DiSC 模型。

课程结束时，学员将：

- 学会分析错误的聘用决定对公司造成的损失；
- 制定公平一致的面试流程甄选人才；
- 制作更好的招聘广告和市场宣传；
- 学会撰写职位说明书和岗位概况；
- 采用行为导向，成果导向，全面以及情境式面试提问技巧；
- 掌握影响招聘过程的聘用和人权方面的基本法规。

Target Group 参加对象

All HR functions and Technical Line Managers

人力资源部门所有员工，以及有志于从事人力资源工作的员工。Line 线上经理

Outline 大纲

- 6 stages and 3 levels of factors in hiring process.
- Understanding DiSC model
- Behavior vs. Traditional Interviews.
- Analyzing the cost of hiring an employee.
- Performing a job analysis and writing a position profile.
- Various ways to determine what technical and performance skills the candidate will need.
- 10 tests for advertising guidelines.
- Non-verbal signals during an interview.
- Other Interview Techniques.
- Effectively interview difficult applicants.
- 招聘的6个阶段和3大要素
- 了解DiSC模型
- 传统面试 vs 行为面试
- 分析招聘成本分析
- 进行工作分析和撰写职位概况
- 确定招聘岗位的技能和绩效要求
- 招聘广告制作十大指南
- 面试中的非言语交流
- 其他面试技巧
- 难以应付的候选人

培训顾问 Trainer Andy WONG

Andy is a master trainer with Wiley DiSC. He trained and certified hundreds of professional in DiSC Facilitations model. Andy will help trainee understanding DiSC Behaviors model and apply practical interviewing skills into their job immediately.

日期 Schedule

February 28-
March 1,
June 20-21,
2019

价格 Price

Members:
RMB 4200
Non-members:
RMB 4700

Fee includes lectures, course materials and lunch.

包括会务，资料费，午餐费。

语言 Language

Chinese