



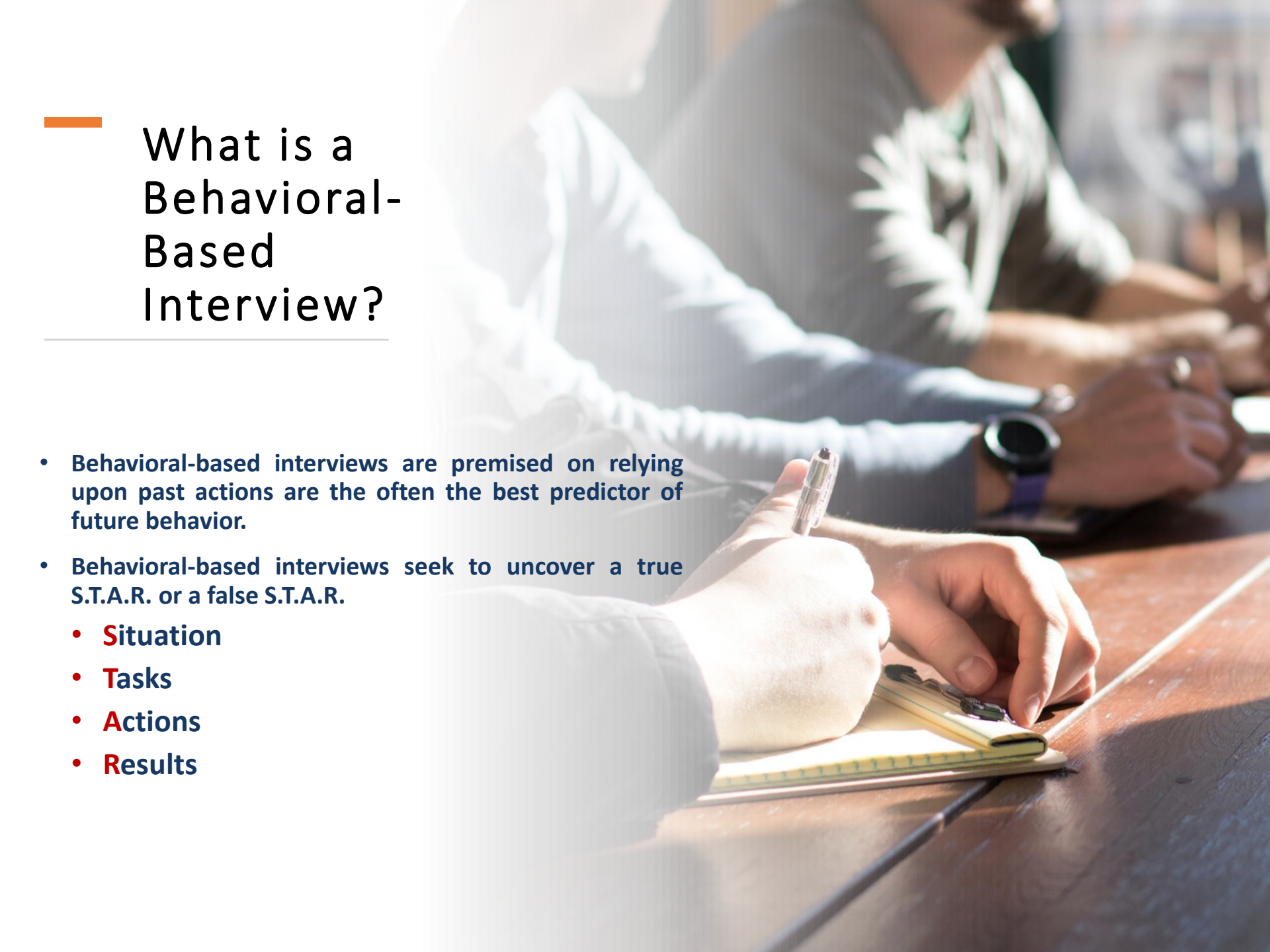
**NET Talk:**

**Interviews Are Often Much More  
Structured Than You May Think**



# How do HR Pros and Search Professionals Interview

- There is no one simple single-step method to unearthing talented candidates
- Proper vetting of candidates requires gathering multiple data points so that hiring managers can make informed decisions on whom to hire.
- What data points can be used to help us make informed decisions?

A blurred background image showing several people sitting at a long wooden table in what appears to be a meeting or interview setting. One person in the foreground is writing in a notebook with a pen. The lighting is bright, suggesting a window nearby.

# What is a Behavioral-Based Interview?

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- Behavioral-based interviews are premised on relying upon past actions are the often the best predictor of future behavior.
- Behavioral-based interviews seek to uncover a true S.T.A.R. or a false S.T.A.R.
  - **S**ituation
  - **T**asks
  - **A**ctions
  - **R**esults



## Behavioral-Based Questions are Backward-Looking

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### Examples

- Tell me about a time when you were able to overcome a significant obstacle.
- What has been the crowning achievement during your tenure?
- How were you able to complete the capital campaign?
- What did you do to ensure your programs were effective?

# What is the Difference Between a True and a False S.T.A.R?

- In a behavioral-based interview, the interviewer is checking to hear if candidates addressed each facet of continuum of questions. Hence a true STAR.





## Tips to Remember for Both Sides of the Table

- Most interviewers aren't trained in behavioral interviewing. Be prepared to answer the questions they may not know to ask but will be important for them to know.
- Provide/Ask Examples
- Ask/Answer questions that are backward-looking
- Be prepared to unpeel the onion

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