Guest,

Welcome to:

How to Identify Embellishments During An Interview

Presented by
Lighthouse Consulting Services, LLC

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Featured Guest:
Barry Deutsch
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Co-Founder of IMPACT Hiring Solutions
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Host:
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- In-depth Workstyle & Personality Assessments
- Interpersonal Coaching
- Workshops - Cracking The Personality Code
- Career Guidance
Why Hiring Fails

- The Top Ten Mistakes made in Hiring
- The Success Factor Methodology
- Errors and Mistakes in Interviewing

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The Influence of First Impression

- What are we really measuring in the Interview?
- The seduction and mistakes of first impressions
- How to minimize first impression mistakes

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Preparation Before the Interview

- What is preparation?
- Define Success First
- Phone Interviewing

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Stupid Interview Questions

- Why interviewing fails
- How can you predict success?
- The 5 core Interview questions

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Truth in Interviewing – Part 1

- Embellishment, Exaggeration, and Lies
- Getting to the truth – Step 1
- Examples, Examples, Examples

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Truth in Interviewing – Part 2

• Getting to the truth – Step 2: Magnifying Glass Questions
• Be a detective – Triangulate Answers
• Bonus Tip: Get an Org Chart
Superficial Interview Feedback

- Feedback among interview committee
- Hallway Water Cooler feedback
- 8-Point Success Factor Matrix
The Interview is NOT Enough

- Why externally Validate the interview
- Types of validation tools and techniques
- Summary and Review

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Improve Hiring/Interviewing Accuracy

- Review of steps to eliminate embellishment
- Create a holistic approach to hiring
- What’s your next step?

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7 Imperatives for a 21st Century Leader

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