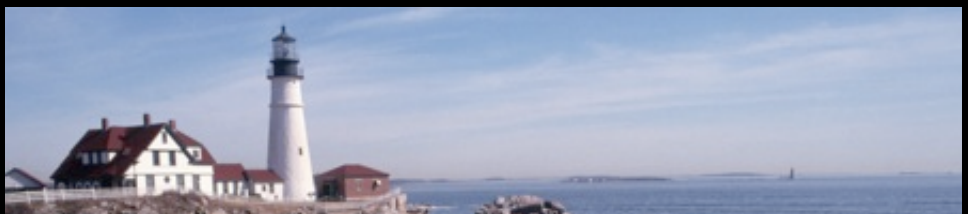




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Open Line

Guest,

Welcome to:

How to Identify Embellishments During An Interview

Presented by
Lighthouse Consulting Services, LLC

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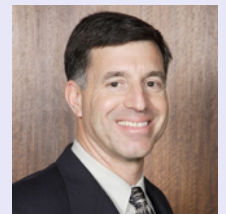


Featured Guest:
Barry Deutsch
Executive Recruiter
Co-Founder of IMPACT Hiring Solutions
Author: *You're Not The Person I Hired*

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Dana Borowka, MA
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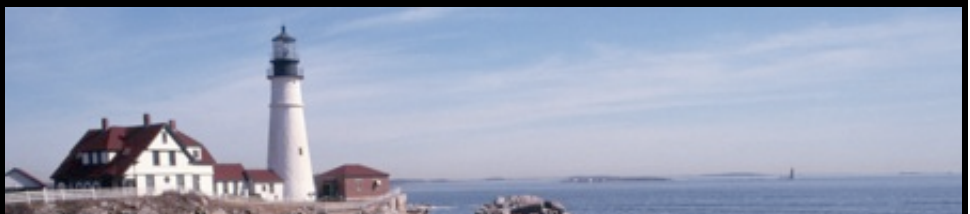
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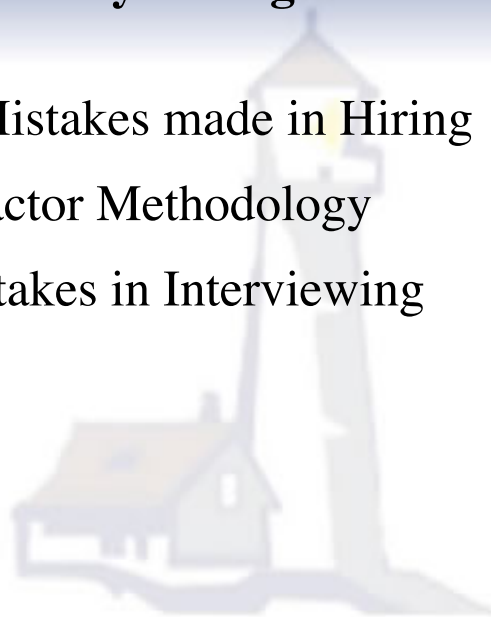


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Open Line

Why Hiring Fails

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



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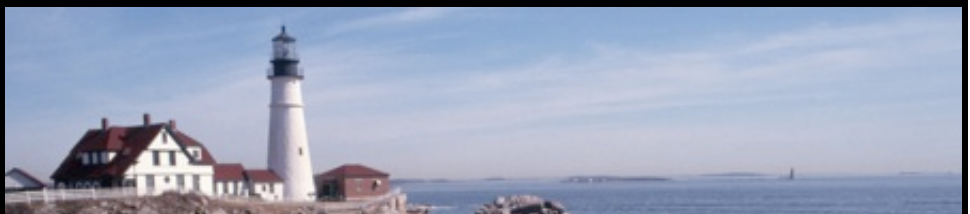
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Open Line

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

2

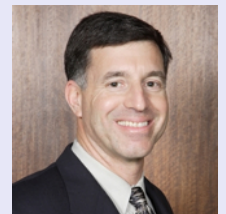


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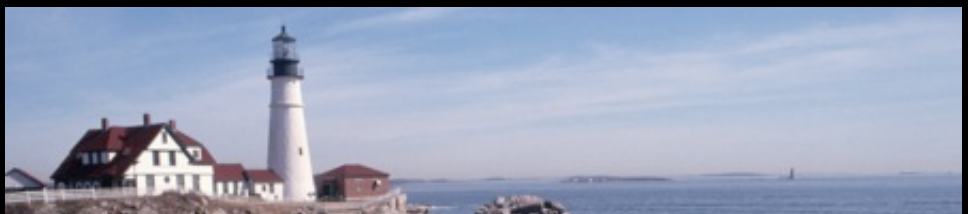
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Open Line

Preparation Before the Interview

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



3

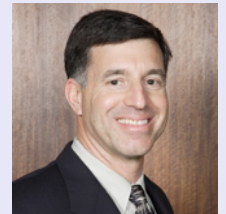


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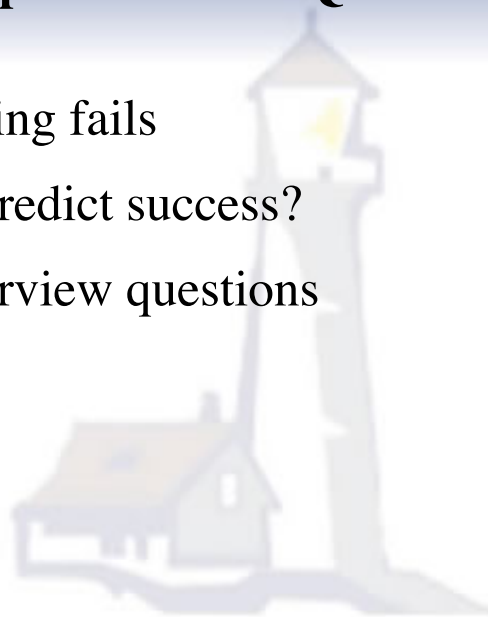


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Stupid Interview Questions

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

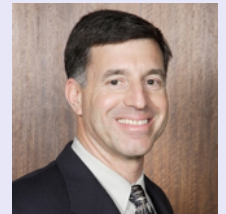


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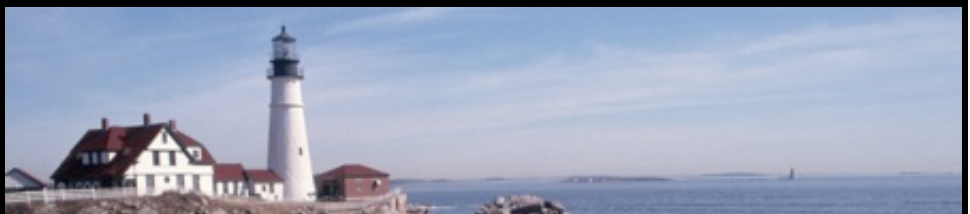
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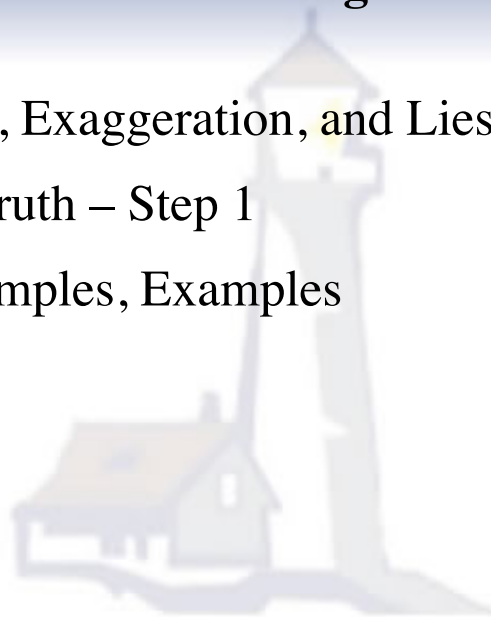


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Open Line

Truth in Interviewing – Part 1

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



5



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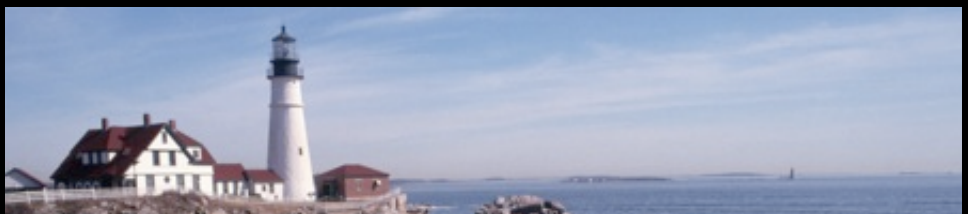
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Truth in Interviewing – Part 2

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

6



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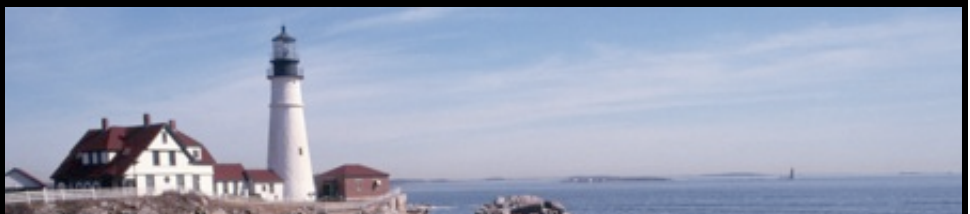
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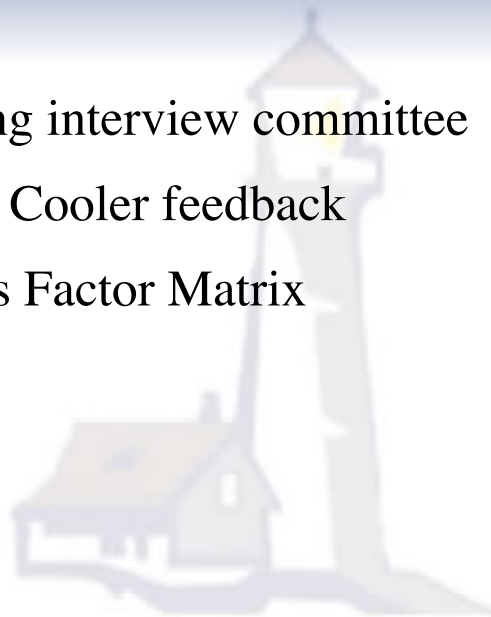


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Open Line

Superficial Interview Feedback

- Feedback among interview committee
- Hallway Water Cooler feedback
- 8-Point Success Factor Matrix



 7



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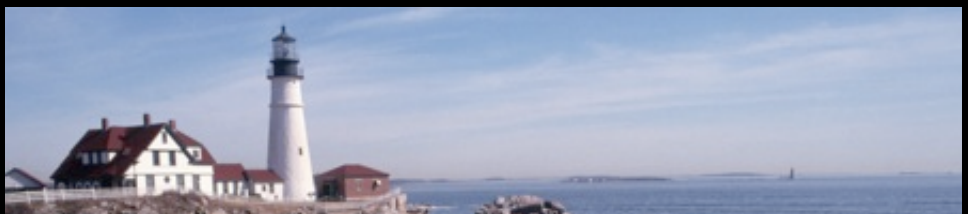
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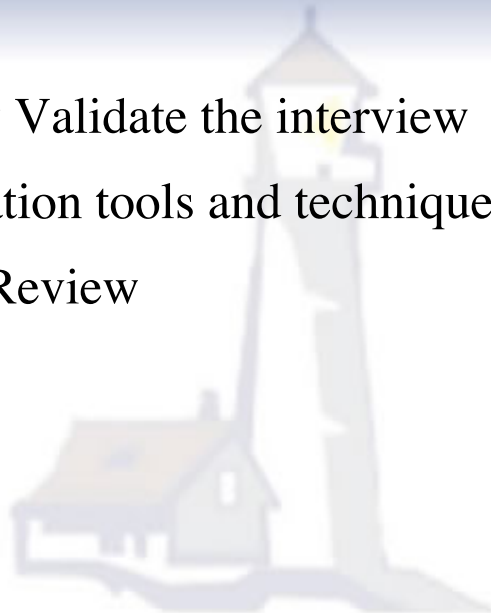


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Open Line

The Interview is NOT Enough

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



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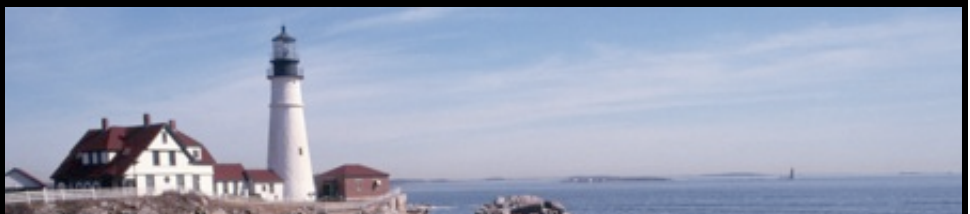
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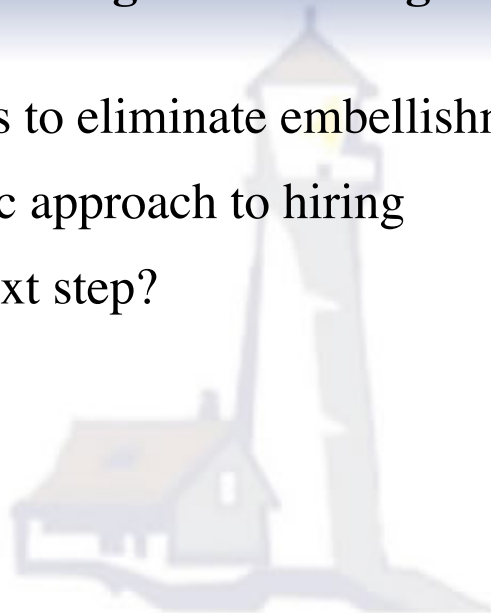


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Open Line

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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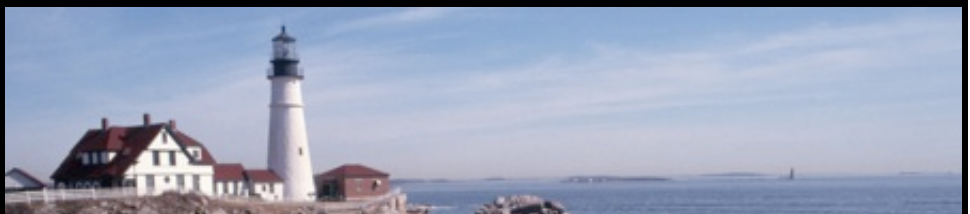
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How to Identify Embellishments During An Interview**

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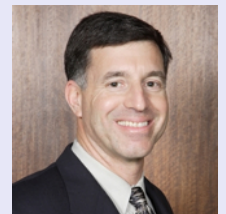


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