

Block Your Dates

19th to 20th August 2011
(Friday & Saturday)

Venue: Adarsh Hamilton
#2/4 Langford Garden Road
Richmond Town
Bengaluru-560025, INDIA

Your Investment

Rs. 7500/- + 10.3 % Service Tax

Fee includes:
programme materials, copy-right
psychometric assessments, certificate
of participation, lunch, tea and
refreshments

CONTACT US

+91 99723 01142
+91 99019 83542

suresh@theassessmentworld.com

PRESENTS



UNMASKING BEHAVIOR, ATTITUDES & THINKING (U – BAT)

THE PSYCHOLOGICAL APPROACH FOR SELECTION, RETENTION & PROMOTION

The Revolutionary Science of Selection, Retention & Promotion

People mask their behaviour all the time and more so during interviews. They tend to hide their **glue like mindsets, die-hard habits and concrete-wall-like Attitudes**. They tell you what you like to hear and here lies the problem. So it is time you learn to conduct interviews, the right way with a holistic screening approach, to understand the candidate's **KASH – Knowledge, Attitudes, Skills, & Habits**.

Finding the Right person for the Right job is a difficult choice to make without getting to know the inner mind of the candidate. **To enhance human optimization, save on valuable resources and enhance retention, you need to tackle the cause, the root-cause – the BAT- Behaviour, Attitude & Thinking**

The traditional methods of recruitment have tremendous limitations as they are not comprehensive and focus on knowledge and skill dimension alone. Selecting people for technical skills or knowledge does not guarantee success. **Attitude** is the most crucial component that acts as a **driving force**, which motivates an individual to channel his/her knowledge and skills in the right direction.

In spite of “**Hiring for Attitude**” having assumed high importance, objective tools for measurement are not widely used. Use the latest cutting edge tools in behavioural sciences to get a thorough understanding of the **attitudes, thinking styles, core competencies and personality patterns** before you make the costly decision to hire or promote.

Discuss and Discover...

- How to read an application or resume for attitudes?
- How to prepare for telephonic / face-to-face Interviews?
- What and how to listen for attitudes?
- How to probe and clarify behaviours to arrive at attitudes?
- How to link past indicators to current and future scenarios?
- How to individualize attitudinal questions to suit the specific candidate?
- How to link attitudes to job descriptions, roles and responsibilities?
- How to understand objectively, the strengths and weaknesses of the candidate?
- How to understand attitudes of candidates during group discussions?
- How to flex your interview style depending on the candidate and the nature of job?
- How to watch out for attitudes even while testing for knowledge and skills?
- How to apply key Psychometric measurements to analyse masked attitudes?

REGISTER NOW!!

To Hire for Skills
&
Train for Attitudes

OSCAR MURPHY INTERNATIONAL P/L

Singapore (Head) Office
26 Bukit Batok East Ave 2
Hillview Regency, 02-02
Singapore 655920

India Office
“Rich Homes” Penthouse 2, 6th Floor
5/1 Richmond Road
Bangalore 560025, INDIA

www.oscarmurphy.com, www.theassessmentworld.com



The program gives input on usage of psychometrics in various processes like recruitment, career planning, performance management, organization development and organization change. It can also be used as personal awareness development exercise, component of training and development activity or an input to team building process building.

Training Methodology

Experiential activities, case presentations, group discussions, role plays, practice sessions to enable participants test their learning, 'Live' case analysis to sharpen interviewing skills & more...

The Scientific Process of Unmasking Behavior, Attitudes & Thinking at Interviews

1. Learn to understand people and their competency to enable better selection **using behavioural clues** of people and their personalities
2. The participants learn some insights into understanding people through proven attitude linked behavioural activities that enable deeper insights leading to **better hiring / succession planning decisions**
3. Learn to deal with interviews before, during and after for enhanced quality of selection methods
4. Opportunity to take part in **Unmasking Attitudes at Interview role plays and case studies**
5. Describe the benefits of developing **competency based UBAT interviewing** skills
6. **Define the phases** of a structured competency based **UBAT** interview
7. Demonstrate the use of a **variety of questioning techniques to probe for BAT** in an interview
8. Evaluate competency based **BAT interview** outcomes to **suit specific job roles and responsibilities**
9. Learn what to observe in a candidate's behaviour as clues to individual's **BAT** at work, life and career
10. **Sample BAT probe questions** generated based on the résumé + assessment results
11. **Gain insight into Group testing methodology** to bring out **BAT** likely mindsets in interpersonal and team dynamics
12. Describe the benefit of **psychometric measurements** to learn how the person has evolved one's **BAT** due to influences of one's heredity and environment

About Our Consultants

Our consultant coaches from Singapore, [Mr. Sreenidhi S K](#) & [Ms. Tay Chinyi Helena](#) are a wonderful combination of **vivacity, humour, intellect and action**. They **combine** their **individual strengths** to complement each other while co-facilitating training programmes. Having **diverse backgrounds** in the field of **behavioural sciences** like sociology and psychology, their ability to analyze the human mind and behaviour is vast. Having such deep insights into human behaviour, they **possess the urge and the means to "Help Empower Life Potential"**. They have worked as a team for a multitude of management programmes with over hundreds of thousands participants, of all age groups in India as well as Singapore, Dubai, Lagos and South East Asia. With such expertise and skill they keep their audience spellbound throughout the programme enriching them with skills & knowledge, empowering them with values and virtues, entertaining them with humour and an array of dramatics.

If your organisation has more than 3 participants, you get the benefit of 5% as group discount.

If your organisation has more than 15 participants, you can ask for the customised intervention exclusively for you at a venue of your choice anywhere in the world at mutually beneficial dates and commercials.

This workshop is guaranteed to change the way you look at people **before, during and after the Attitudinal Interview**.

Discover the art of Hiring the **Right person for the Right Job** and see vast improvements in **productivity and performance** of your people and organisation.

