

Proven Scientific Techniques for High Reliability & Validity Assessments.

VATS Consulting
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Program Developed By :

Vikas Vats, HR Thought Leader, Corporate Trainer & Coach with exp of over 1600 Days of Trainings, Spoken over 17,000/- hours.

To be Conducted by : Vikas Vats

OBJECTIVES :

This Program has been Specially Designed to:

- Train Participants on Fundamentals of Assessments
- Train Participants to make Reliable and Valid Assessments
- Train Participants to Conduct Competency based and BE Assessments
- Train Participants on Body Language and Basic Human Behavioral Psychology

CONTENTS :

Day 1

1. Understanding Assessment – ice breaking
2. Understanding Human Behaviour
3. Understanding Assessment of Human Behaviour
 - Interest, Aptitude and Personality
 - Memory Vs Intelligence
 - Logic Vs Creativity
 - Competency based Interview
4. Techniques to establish the Validity of the Interview Process
5. Techniques to establish the Reliability of the Interview Process
6. Interview Process
 - JD
 - Challenges
 - The cost of Hiring Wrong
 - The Cost of Not Hiring
5. Interviewing Format
 - The First Impression
 - For Selection or Rejection
 - Must Factors for Selection – Benchmark
 - Rejecting Factors – Benchmark
 - Question Bank
 - Interview Scorecard Format

6. Competency Based Assessments
 - Competencies and Competency Framework
 - Competency Mapping
 - Competency Based Assessments & Development

Day 2

1. Technical Interviews
 - Fixing Question Difficulty Level, find exact position of candidate on scale
 - Asking Question based on point no 3
2. Behavioural Interview
 - Rapport Building
 - Interview Language
 - Standardization
 - Question from point 5
 - When Candidate Makes Mistake / Doesn't Know
 - Framing Trick Question – Semi Technical Role
 - Making Questions Interesting & Unique
 - Probing Techniques
 - Using Activities for point 3
 - Overcoming Stereotypes and Subconscious Biases
3. Body language
 - Interviewer's Body Language
 - Assessing Candidate's Body language
 - Finding Lie / Guilt

2

- ✓ Duration: 2 Days
- ✓ Batch Size: Maximum 25
- ✓ Certification: Dual Certification from HR Association India & VATS Consulting
- ✓ Facilitator: Vikas Vats, www.vikasvats.com , He developed the first Psychometric Software of India "Smart Hiring" in 1999.