



Certification training  
for HR  
**Behavioral  
Interview**

**25.02.2025**

**Sofia**





## Concept and goals:

Competencies are at the heart of talent recruitment and development processes in most organizations.

With over 15 years of experience in design, implementation and management of projects related to competency assessment, we provide you with the opportunity to upgrade your knowledge and skills in conducting a Competency Interview.

Through practical sessions, you will gain the necessary experience to independently conduct and objectively evaluate Competency Interviews.

### **TRAINING GOALS**

- How to use the competencies to develop and structure interview guides.
- How to use structured methodology as an effective tool for asking questions aimed at optimally extracting information from interviewees.
- How to evaluate the information gathered during the interview.
- How to use additional tools to support interview evidence and increase the objectivity of your decisions.
- Understanding the key challenges and difficulties that block effective decision-making and how to avoid them.



## Module content

### Module 1: Specifics of a Competency Interview

- Tools for identifying key competencies
- Competency Interview Structure and Quality Criteria.

### Module 2: Interview skills

- STAR model
- Operationalizing assessment criteria in behavioral issues.

### Modules 3 and 4: Monitoring and assessment skills

- Monitoring and assessment process – ORCE

# Trainer



## **Bogdan Georgiev**

I support companies in the design and implementation of large international multilingual Assessment Centers, talent identification programs and the selection of C-level Executives. I have trained over 300 assessors in the Assessment Center methodology and since 2017 I have been the only authorized SHL trainer for Bulgaria.

I have over 10 years of professional experience in organizational consulting in France, Belgium, Germany and Bulgaria.

### **Education**

Master in "Work and Organizational Psychology" from Louis Pasteur University, certified Assessor in an Assessment Center from Hudson Global, certified Psychometrics trainer from SH.



# Registration conditions

## **Dates**

February 25

## **Registration deadline**

February 10

## **Place of conduct**

Sofia

## **Price per participant**

890 euro

The price includes:

- Conducting trainings
- All necessary training materials
- Certificate *SHL Learning Certificate*

The price does not include:

- VAT



## Contact

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