



## FACTS

# TARGETED SELECTION®: WEB-BASED TRAINING

## A BLENDED LEARNING APPROACH FOR BEHAVIORAL INTERVIEWER TRAINING

DDI's *Targeted Selection*® is the most accurate, proven, behavioral interviewing system in the world. Now, organizations can train their associates using a web-based format of *Targeted Selection Interviewer* training. With classroom training and several options for skill practice available, no other system offers a wider variety of options for a blended learning approach.

### THE BENEFITS

*Targeted Selection*®'s blended learning approach enables individuals and their organizations to:

- > Quickly learn all of the system's core concepts, including targets, STARS, motivational fit, interview techniques, and data evaluation and integration.
- > Complete interviewer training in as little as four hours of self-directed, online study.
- > Participate from any location that has Internet access, significantly reducing costs associated with time off the job and travel.

- > Experience a discovery learning approach derived from newly updated *Targeted Selection* content that focuses on application. Specifically, the web-based version boasts a contemporary look, job aids embedded in the online course, and engaging Flash videos.
- > Link to more information about concepts presented in most units.
- > Choose from three options for learners to practice skills, including a live classroom session, practice interviewing with a DDI-supplied coach over the phone, or access (by phone or in person) to a certified *Targeted Selection: Coach* within the learner's organization.

### THE DETAILS

*Targeted Selection: Interviewer* training develops the skills necessary to interview confidently, gather data that accurately predicts future job performance, and facilitate a legally defensible interviewing process. Now, these key concepts can be taught online—in an interactive and engaging web-based format that cuts down time and travel commitments while delivering best-in-class skills for hiring the best candidate. Flexible options for skill practice ensure learners apply their new knowledge and maximize what they learn in the online classroom.

*Targeted Selection* offers a number of components to mix together and create an ideal blended learning solution. Those options include classroom and web-based training, practice labs, and on-the-job coaching that

reinforce skill acquisition. Across all modalities, content is complementary so skills are developed consistently.

*Targeted Selection's* web-based course draws on the same research and leading-edge instructional design as our award-winning *Interaction Management®: Exceptional Leaders ... Extraordinary Results® (IM: EX®)* web-based courses. This proven approach leads the industry in the e-learning arena. Using these same top-notch concepts, your learners benefit from flexible options to acquire important skills that address a number of learning styles.

## THE PROCESS

Online, the *Targeted Selection: Interviewer* training follows these steps:

- > Introduce the course, and expose the learner to “targets” for a fictional sample job. A method and a tool (the interview guide) for collecting examples of these targets during interviews is also presented.
- > Consider a candidate’s motivation fit in addition to knowledge, experience, and competencies. Also, this course addresses how to build rapport with a candidate, and legal considerations.
- > Evaluate and integrate data collected during interviews.
- > Videos present best practices and positive models.
- > Skill Builders and Mastery Check engage learners throughout the course to ensure they are properly acquiring the right skills and understanding. Successful completion of the Mastery Check Unit is required to receive a certificate of completion.

After training, learners will get a chance to practice their new skills. DDI provides three options to do this.

1. A four-hour classroom session with other learners and a trainer provides a review of the web-based course content and ample time to skill practice.
2. In just under two hours, learners interact with a DDI-supplied coach to practice skills. Most often held over the phone, the conversation includes a practice interview, feedback, and a data integration discussion. The DDI Coach also provides feedback for the learners.
3. DDI can certify coaches within an organization, and those individuals work with learners to complete interview skill practices, and receive feedback from their coach to further develop skills.

## TARGET AUDIENCE

*Targeted Selection's* web-based options are appropriate for managers and others involved in interviewing candidates for open positions within your organization.

## RELATED SOLUTIONS

*Targeted Selection* includes a number of complementary components, in addition to interviewer training that’s available online, in a classroom, or using a mix of both options. *Targeted Selection®: Access®* is a software program that facilitates the interview process. The three-day *Targeted Selection: Trainer* workshop will enable individuals from your own staff to deliver the interviewer workshop directly to others in your organization. *Targeted Selection: Program Manager* gives your organization autonomy over the system’s implementation. *Targeted Selection: Check Up* will help your organization keep interviewing practices on track and ensure positive results.

## TO LEARN MORE

Contact your DDI representative or call our Client Relations Group at 1-800-933-4463.

## CONTACT INFORMATION

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