

Selecting for Success™ eLearning

Optimize Your People to Hire Smarter, Better

How's the *war for talent* going at your organization? Are you hiring the best candidates out there? Many organizations come up short because they lack a strong, structured selection process to find the best people.

Cambria's Selecting for Success™ eLearning equips hiring teams with the know-how and tools that drive better results. This is high-impact, *on-demand* eLearning for hiring people with the skills and attributes needed for outstanding performance in your organization.

Training focused on key aspects of the hiring process:



► Interviewing Skills

We focus on Cambria's Critical Behavior Interview® technique — an in-depth form of the behavioral interview widely regarded as best practice. Learn how this method transforms hiring — including how to ask situational questions, how to probe for important evidence, and more.

► Hiring Criteria

Learn why establishing hiring criteria is a critical first step to a sound hiring process. What are competencies and which ones best predict success? What are role profiles and how can you create one? How do you distinguish what you should hire for from what can be learned?

► Unconscious Bias and Diversity

Learn about types of unconscious bias and how they impact hiring. Discover important ways to increase awareness of bias while limiting the negative effects. Review the illegal "don't ask" questions that limit diversity.

► The Candidate Experience

Discover how to deliver the best experience for candidates from start to finish — and how it matters for getting to "yes" with top talent. Learn what candidates dislike about most hiring processes — and how to improve yours for stronger results.

An engaging multimedia experience —

- ▶ Guided instruction from a high-energy, engaging host
- ▶ Fully animated, dynamic and engaging content
- ▶ Interactive quizzes to drive home key messages
- ▶ Video vignettes of good and bad interview techniques
- ▶ Entertaining cartoon segments that “paint a picture” for the learner
- ▶ Suite of downloadable tip sheets, tools and articles



ACTUAL SCREENSHOTS



Customized Video Demo

Swap our preloaded video of the Critical Behavior Interview technique with a customized video demo of your own. Cambria will partner with you to shoot a custom video with a “candidate” from your organization or outside your company who has the job, experience, etc. that most resonates with your audience.

Contact us

For more information about Selecting for Success eLearning — and our additional selection training and consulting services — contact us at: info@cambriaconsulting.com.