



# STRUCTURED INTERVIEW WORKSHOP

## SEPTEMBER 26, 2008

**Structured Interviews** have been shown not only to be one of the best predictors of employee performance, but also a selection technique that minimizes adverse impact and other potential legal problems. By attending this workshop in a beautiful setting on Claytor Lake, you will not only *learn* how to create and conduct structured interviews, but will *walk away* with a structured interview created for a job in your organization.



### **The Essentials:**

- The workshop is sponsored by the NRV-SHRM chapter.
- Dr. Mike Aamodt of Radford University will be the presenter
- The location is the *Water's Edge* meeting facility at beautiful Claytor Lake in Dublin, VA.
- In the first half of the workshop, you will learn how to create and score structured interviews. In the second half, you will actually create one!
- Bring a job description of the job for which you will create your structured interview.
- If possible, bring at least two colleagues.
- 6 HRCI credits have been requested for the workshop.
- Dress casually—it is at the lake!

### **Why Bring Colleagues?**

Because you will actually create interview questions as well as a structured scoring system for the questions, the workshop will be most useful if you bring at least two others from your organization. These other individuals could be HR professionals or subject matter experts in the job for which you want to create the interview. Throughout the workshop, you will work as a team to determine the behaviors you want to predict, create questions, create a structured scoring system, and then “test drive” the interview. You will have the assistance of the workshop leader as well as an industrial-psychology graduate student who will be assigned to your group. The graduate student can also assist you after the workshop is over.

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**Location:** Water's Edge Meeting Facility, Claytor Lake State Park, Dublin, VA

**Time:** 8:30 a.m. — 4:00 p.m.

**Cost:** \$95 for the first person from an organization, \$50 for each other person (includes materials, snacks, and lunch).

To register for the workshop, send a check (made to NRV-SHRM) and a list of attendees to:

Valerie Crabtree  
c/o Manpower  
100 Arbor Drive, Suite 102  
Christiansburg, VA 24073