



# What is BBI?

**Behavioral Based Interviewing** is a technique employed by interviewers to evaluate a candidates past behavior in order to predict the candidate’s future behavior. To do this supervisors prepare extensive analyses of their positions. The supervisor then structures very pointed questions to elicit detailed responses aimed at determining if the candidate possesses the desired characteristics. We utilize the STAR technique to construct organized and specific questions.

The **STAR** Technique is outlined below:

- **Situation** (have the candidate describe the situation to you)
- **Task** (what was the task/project that needed to be completed)
- **Action** (what action did they take to complete the task/project)
- **Result** (what was the end result of their actions)



## BBI helps you discover the soft skills...

- Communication
- Initiative
- Behavioral Flexibility
- Leadership and Influence
- Planning/Organizing
- Problem Solving
- Decision Making
- Sensitivity
- Maturity
- Analytical Skills
- Integrity
- Motivation
- Independence
- Team Effectiveness

### Try these example questions:

- Tell me about a time when the ability to communicate effectively was critical to the success of a task or project. How did you handle it?
- Tell me about a situation where your own initiative made a difference in the outcome?
- Describe a situation in which your first attempt to sell an idea failed. How did you react to this? What other approaches did you try?
- Describe a task or project you were in charge of and tell me how you set it up and followed it through.
- Describe a situation where a prompt and accurate decision on your part was critical. What did you consider in reaching your decision?
- Tell me about a time when you caught a detail that someone else had missed how did you handle that situation?