

# Interview Architect® Suite



Talent and Performance Management

Organizations investing valuable time and resources in the hiring process want final decisions based on more than impressive resumes and positive hunches. They need to be confident that candidates possess the competencies needed for high-performance on the job.

## Want to make sure you select the right people for the right positions?

### Flexible Tools For Competency-Based Interviews

Research shows that typical interview practices do not distinguish performers from non-performers—often resulting in ineffective and costly hires. Research also shows that organizations make better people decisions when they follow a three-level decision-making process that includes:

- ▶ **Interview preparation**—identifying interview criteria including critical competencies, skills, experience and perspectives
- ▶ **Structured interviewing**—asking competency-based, standardized questions and listening for specific responses
- ▶ **Post-interview evaluation**—using data-based rigor to compare candidates

The Interview Architect® Suite provides organizations with the competency-based tools they need to improve their interview “hit rate.” Interviewers use tools from the Suite in competency-based interviewing to:

- ▶ Evaluate the targeted competencies their organization needs for success in their talent management efforts
- ▶ Identify the right talent for each position
- ▶ Demonstrate fairness by using a set of tools designed for defensibility



### Quality of hire, speed of process

The Interview Architect® Suite offers organizations quality-of-hire and speed-of-process tools that are both flexible and user friendly. The Suite includes:

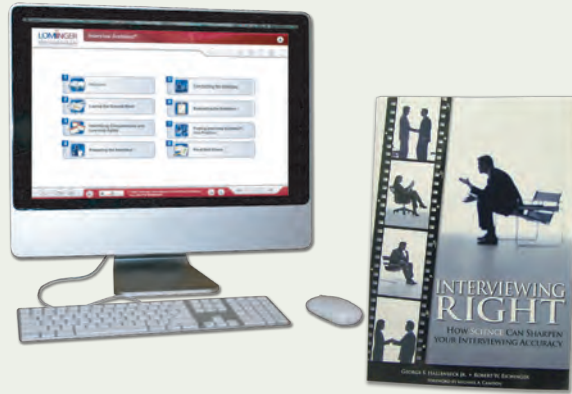
- ▶ **Interview Architect® Express Interviewer’s Kit\*** is available in three versions—Competency Level, Factor/Cluster Level, and a Complete Set that includes both the Competency and Factor/Cluster Levels. With the Complete Set version, interviewers can assess candidates on 67 Competencies, 19 Career Stoppers and Stoppers, 7 Global Focus Areas, 26 Clusters and 8 Factors.
- ▶ **Interview Architect® Express Online\*** is a subscription-based Web application that lets users create interview guides online. This online application features one-page behavioral event interview guides organizations can use to assess competencies. A unique feature lets users create a guide that allows them



to go back and forth between English, Spanish, French, German, and Simplified Chinese.

- ▶ **Interviewing Right: How Science can Sharpen Your Accuracy** is a hands-on guide that integrates scientific research with practical experiences. The guide can help enhance organization interviewing practices by moving managers from a casual, unstructured interview process to a more focused and rigorous behavior-based interviewing approach.
- ▶ **Interview Architect® Intellectual Property License\*** lets organizations embed competency language into existing systems, leverage familiar technology to streamline new program initiatives, and gain early buy-in for new programs.
- ▶ **Interview Architect® eLearning Course and License\*** guides learners through the critical steps of preparing for, conducting and evaluating a candidate interview using the Interview Architect®. An Interview Architect® eLearning Course intellectual property license lets organizations embed the eLearning Course into their existing systems.
- ▶ **Interview Architect® Professional Tools\*** were developed for use by Human Resource and recruiting professionals to determine if candidates possess the competencies identified as crucial to success. Professional Tools include a 12-section Handbook and Interview Architect® Professional Online, a subscription-based Web tool that features customizable, competency-based interview templates in a user-friendly format.
- ▶ **Interview Architect® Trainer's Tool Set\*** was created to streamline and enhance efforts to implement Interview Architect® in an organization. The tool set includes the Interview Architect® Learning and Application Guide, Facilitator's Guide, and Interview Vignettes CD.

*\*Please note that some of the tools in the Interview Architect® Suite can only be purchased by someone in your organization who is certified in Interview Architect®.*



### Become certified

Because we believe in best practice applications, some tools require certification to purchase. Certification ensures a research foundation, applied practice and knowledge transfer so you may effectively implement best practices in your organization.

Interview Architect® Certification helps Interview Architect® tool users create structured interviewing guides using comprehensive templates, identify best practices, and develop practices for training others in the organization on the use of Interview Architect® tools.

For information about certification, contact your personal Korn Ferry Associate:  
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**Click here** or scan to shop the Korn Ferry store.



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Solutions for equipping leaders and optimizing leadership performance.

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