

Korn Ferry Interview Architect™

Build a foundation for successful talent selection.

Overview.

Your organization invests valuable time and resources into the hiring process, wanting final decisions based on more than impressive resumes and positive hunches. You need to be confident that candidates possess the competencies needed for immediate performance on the job. However, typical interview practices do not distinguish performers from non-performers, often resulting in ineffective and costly hires.

Take the guesswork out with Korn Ferry Interview Architect™, a straightforward set of tools that are designed to effectively:

- ▶ Standardize interview preparation, execution, and evaluation at all levels throughout your organization.
- ▶ Increase the ability to select successful talent for every role, at every level.
- ▶ Revolutionize your interview process.

Make the right people decisions.

Research shows that organizations make better people decisions when they follow this three-level, decision making process:

- ▶ Interview preparations: identify interview criteria including critical competencies, skills, experience, and perspectives.
- ▶ Structured interviews: ask competency-based, standardized questions, and listen for specific responses.
- ▶ Post-interview evaluation: use data-based rigor to compare candidates.

At a glance:

- ▶ Create focused and effective interviews at all levels of your organization.
- ▶ Select the right people for the right roles, every time.
- ▶ Distinguish top talent from a wide pool of candidates.

**As much as 80%
of employee
turnover is due
to bad hiring
decisions.**

*Harvard Business
Review*

World-class interview content, perfect for any organization.

Korn Ferry Interview Architect™ products are aligned to the new Korn Ferry Leadership Architect™ 38 competency framework.

- ▶ **Korn Ferry Interview Architect™ Online** is a subscription-based web application that allows users to create clean, structured, and focused interview guides and templates. Provides quick access for all interviewers to standardized interview guides that are aligned to the critical competencies for each role and level in your organization.
- ▶ **Korn Ferry Interview Architect™ Interview Guide** gives interviewers easy access to a library of behavior-based questions aligned to the Korn Ferry Leadership Architect™ Global Competency Framework. The included interview forms help ensure best-in-class interviewing process and accurate note taking. Use the interview guide and resources to increase the quality and consistency of your hiring process across multiple levels.
- ▶ **Korn Ferry Interview Architect™ Learning and Application Guide** is part of a comprehensive trainer's tool set created to streamline and enhance efforts to implement and train your organization on fully utilizing best-in-class interviewing practices.
- ▶ **Korn Ferry Interview Architect™ Intellectual Property License** lets organizations embed the interview language and content into any existing systems, as well as create any derivative materials that may support their larger interview training initiatives.

Getting started.

- ▶ To build your own interviewing solution, shop online at store.kornferry.com.
- ▶ We can help you build a customized interview solution. Contact us at www.kornferry.com/contact-us.

