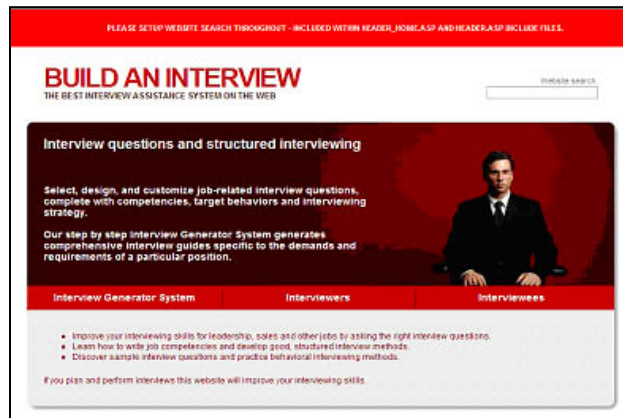


Special Offer: 1 Year License-£299 unlimited use at 80% off

The on-line Interview Generator™ System

Interview Generator™ allows users to generate completely customized, behaviourally based interview guides (in Word, PDF or HTML format) through a web site within a matter of minutes, based around a comprehensive list of 60 fully defined competencies. This means that the ease of use, speed, and sheer processing power of the Internet is utilized to give interviewers convenience, complete, job-related interview guides (including competencies, behavioural efficiency interview questions, and target behaviours, or interview “answers”) with minimal effort and time.

Interview Generator© is used primarily by recruiting/hiring line managers and human resources professionals – individuals who interview other people regularly in order to evaluate and/or better understand their work-related skills, knowledge, abilities and competencies for a wide range of human resources activities, including: employment selection, internal transfers and promotions, succession planning, performance reviews, development planning, competency modelling, and other “people-management” purposes.



Competency Details	
Ability To Take Initiative/Responsibility	
Taking initiative and responsibility looks at an individual's ability to stand up and be counted to find an appropriate solution, and for taking the necessary action without any prompting. This competency asks the question: To what extent are you prepared to be personally accountable and take initiative when issues and problems arise and before you have been asked to do so?	
Target Behavior :	Interview Question :
1. Accepts personal responsibility for the work of the team; analyzes what went wrong when deadlines are missed and work falls short.	Tell me about a time when you knew that your team was not going to be able to meet a deadline or target. What did you do about it?
2. Eagerly accepts additional responsibility when it makes sense to do so.	Describe a time when you found your accountability for a program expanding beyond your initial expectations. What did you do about it?

The Interview Generator™ system supplies the interviewer with structured, yet flexible multiple interview questions with more than enough material for an in-depth interview, but with opportunity for probing follow-up questions. The IG guide also offers space to capture the interviewer's observations and feedback, serving as official documentation of the selection process.

WHAT DO YOU GET AND WHAT ARE THE BENEFITS?

Full unlimited access to the www.BuildAnInterview.com web site (where Interview Generator™ sits) at 80% off the normal price where internal human resource staff or line managers can generate as many interview guides on different jobs as they wish.

WHAT'S NEXT?

To take up this offer, or for more information, simply e-mail Anne@OD-center.org with your name, company and address, phone details. We will then contact you.

KEY DISTINGUISHING FEATURE

“The IG site accommodates both custom competencies and custom library jobs that are specific to an organisation”

For 15 years the Worldwide Centre for Organisational Development has been offering its clients best-practice people-based research, consulting services and on-line tools to help maximize human potential. WCOD and www.od-center.org (the main web site for the business) are located in Los Angeles, California but with offices also in Australia and the UK.