

VALUE BASED INTERVIEWING - FRESH APPROACH TO BBI

“Modernizing Behavioral Interviews to Align Talent with Organizational Values and Culture”

Schedule

Date	Venue	Fees (Face-to-Face)
06 - 07 Jan 2026	Dubai, UAE	USD 1995 per delegate
25 - 26 Feb 2026	Doha, Qatar	USD 1995 per delegate
26 - 27 Aug 2026	Riyadh, KSA	USD 1995 per delegate

► Available delivery methods: Face-to-Face & Online Training

Introduction

Traditional competency-based interviews often focus only on skills and past behavior, missing a critical factor: values. Hiring employees who align with your organization’s culture and mission significantly improves engagement, retention, and performance.

This two-day course introduces a powerful evolution in Behavioral Based Interviewing (BBI)—Value-Based Interviewing (VBI). Participants will learn how to embed organizational values into structured interviews and use evidence-based questioning to uncover a candidate’s true fit, both culturally and behaviorally.

Objectives

By the end of this course, participants will be able to:

- Understand the principles and purpose of value-based interviewing.
- Translate organizational values into measurable interview criteria.
- Design structured questions that reveal value alignment and behavior under pressure.
- Evaluate candidate responses using scoring frameworks and behavior markers.
- Minimize bias and improve hiring objectivity through structured VBI methods.
- Support inclusive and values-driven recruitment decisions.

Why Attend

- Improve your ability to assess candidate alignment with your team culture and brand.
- Learn how to interview for integrity, adaptability, empathy, collaboration, and more.
- Modernize your BBI framework to reflect 21st-century workforce expectations.
- Minimize costly hiring mismatches and turnover by emphasizing value compatibility.
- Create an interview experience that reflects your organization's mission and culture.

Target Audience

This program is designed for:

- HR and talent acquisition professionals
- Hiring managers and interview panel members
- Organizational development and culture lead
- Internal recruiters and employer branding teams
- Anyone responsible for staff selection and onboarding

Individual Benefits

Key competencies that will be developed include:

- Value-based recruitment and interview design
- Interview questioning and response evaluation
- Bias mitigation and inclusive hiring practices
- Employer brand alignment and candidate experience
- Structured scoring and feedback communication

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Better cultural fit and engagement from new hires
- Stronger retention and onboarding outcomes
- More consistent, legally defensible hiring decisions
- Greater hiring manager confidence and accountability
- Alignment of recruitment with leadership and values frameworks

Instructional Methodology

The course follows a blended learning approach combining theory with practice:

- Interactive Lectures - VBI models, case studies, and examples
- Interview Practice - Live mock interviews and peer review
- Templates - Interview guides, scoring sheets, and value maps
- Group Activities - Translating values to behaviors and questions
- Coaching - Real-time improvement feedback and question rework
- Reflection - Candidate experience mapping and role clarity

Course Outline

Detailed 2-Day Course Outline

Training Hours: 7:30 AM – 3:30 PM Daily Format: 3–4 Learning Modules | Coffee breaks: 09:30 & 11:15 | Lunch Buffet: 01:00 – 02:00

Day 1: Value-Based Interviewing Foundations

• **Module 1: From Competency to Value-Based Interviews (07:30 – 09:30)**

- Why values matter in hiring
- Limitations of traditional competency interviews
- Building authenticity and emotional intelligence into assessment

• **Module 2: Defining and Interpreting Organizational Values (09:45 – 11:15)**

- Breaking down abstract values into observable behaviors
- Core vs. aspirational values
- Aligning values to roles and levels

• **Module 3: Designing Value-Based Interview Questions (11:30 – 01:00)**

- Behavioral formats (STAR, CAR, SOARA) revisited for values
- Question banks and tailoring per role
- Building a value-question matrix

• **Module 4: Exercise - Writing Value-Based Questions (02:00 – 03:30)**

- Teams draft and exchange questions with feedback
- Interview simulation and refinement

Day 2: Evaluation, Implementation, and Practice

• **Module 5: Interview Scoring and Behavior Markers (07:30 – 09:30)**

- Creating structured scoring rubrics
- Sample answers and value alignment indicators
- Dealing with partial or vague responses

• **Module 6: Inclusive and Bias-Resistant Interviewing (09:45 – 11:15)**

- Common interview biases and how to minimize them
- Inclusive questioning and panel conduct
- Documenting decisions defensibly

• **Module 7: Facilitating VBI Across the Organization (11:30 – 01:00)**

- Coaching hiring managers and panelists
- Integrating VBI into hiring processes and platforms
- Candidate experience and employer branding

• **Module 8: Final Practice and Coaching Session (02:00 – 03:30)**

- Teams conduct mock interviews and evaluations
- Peer feedback, improvement tips, and certification review

Certification

Participants who complete the program will receive a Certificate of Completion in **Value Based Interviewing – Fresh Approach to BBI**, recognizing their readiness to lead or support hiring processes that prioritize cultural fit, organizational values, and ethical decision-making.

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