



Results-Based Interviewing™

RBI HIRING FRAMEWORK CHEAT SHEET

Implement Results-Based Interviewing™ to align your hiring process with business outcomes and drive measurable success.

STEP 1:

Write Results-Focused Job Descriptions

Traditional job descriptions list years of experience and generic qualifications, which don't guarantee success. Shift the focus to business results by outlining the key outcomes and goals the candidate must achieve in the role.

TEMPLATE:

- **Traditional:** "5+ years of sales experience required."
- **Results-Based:** "Proven ability to increase sales by 20% year-over-year in a competitive market."

TIP: Avoid focusing on irrelevant qualifications or years of experience. Instead, define what success looks like in the role.



STEP 2:

Develop Competency-Based Interview Questions

Competency-based interviews are critical to uncovering whether candidates have the skills needed to succeed. Use these to focus on real-world abilities that align with the results the role demands.

SAMPLE QUESTIONS:

- **Behavioral Question:** “Tell me about a time you were given limited resources but still achieved a major goal. How did you approach it?”
- **Situational Question:** “If tasked with increasing operational efficiency by 10%, how would you handle it?”

Tip: Structure your questions around competencies that are essential for achieving the outcomes your business needs at its current stage (startup, growing, or mature).

STEP 3:

Use Behavioral and Situational Assessments

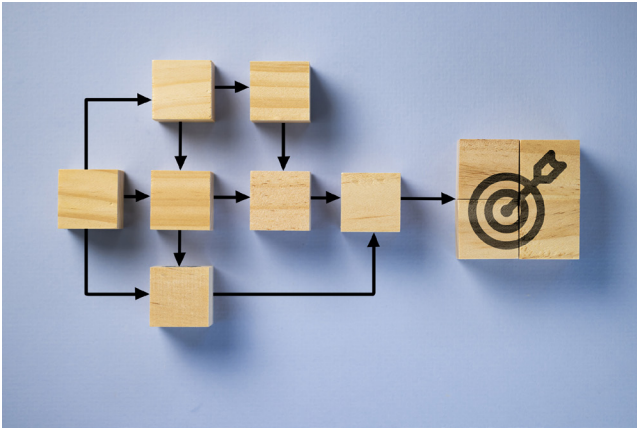
Go beyond technical qualifications and examine how candidates think, behave, and solve problems. Use the STAR method to structure behavioral interview questions and understand how past actions can predict future performance.

STAR METHOD:

- **Situation:** What was the context or problem?
- **Task:** What were you required to do?
- **Action:** What steps did you take to address the situation?
- **Result:** What was the outcome?

Example: “Can you describe a time when you had to pivot from your original plan to meet an unexpected deadline? Walk me through your STAR process.”

Tip: Include situational interviews where you present real-world challenges to test the candidate’s problem-solving skills in your specific context.



STEP 4: Align Behavioral Profiles with Team and Business Objectives

Hiring for the right behavioral fit ensures that candidates not only succeed individually but complement the team and organizational goals.

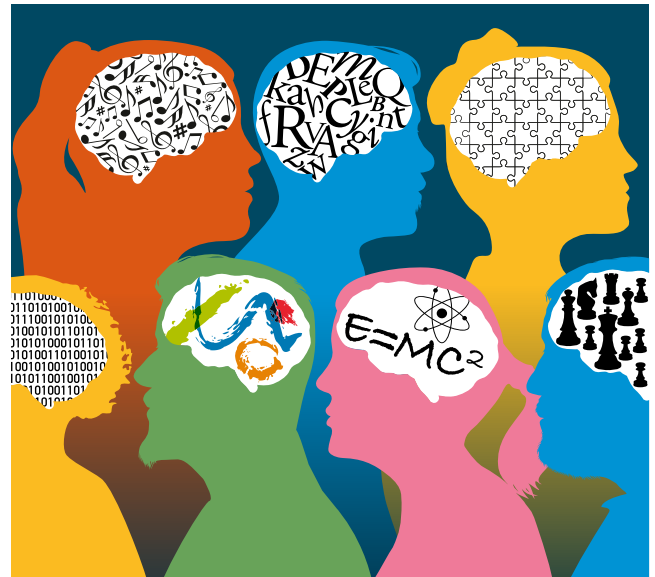
EXAMPLE:

If your team leans towards process orientation, but your company needs innovation to meet business objectives, hire candidates who exhibit creativity and out-of-the-box thinking.

Tip: Assess current team dynamics and define the behavioral traits that will drive your business forward. Use behavioral assessments like DISC or AI tools to predict how candidates will fit into your existing team structure.

STEP 5: Leverage Technology for Behavioral Data and Candidate Insights

Integrating behavioral assessments and AI-powered tools into your interview process helps provide a data-driven approach to hiring. These tools score competencies, analyze candidate behaviors, and predict how well they align with your company's goals.



ACTION ITEMS:

Use behavioral assessments such as DISC or Myers-Briggs to evaluate a candidate's natural tendencies.

Implement live presentations or problem-solving simulations during interviews to observe candidates in action.

Tip: Use these insights to identify high-potential candidates who will not only meet the job's requirements but also thrive in your company culture.



Key Competencies to Focus On:

1. **Adaptability:** Ability to pivot in fast-paced, changing environments.
2. **Problem-Solving:** Skills to handle challenges with resourcefulness.
3. **Leadership:** Capability to lead teams and deliver results.
4. **Efficiency:** Focus on optimizing resources and managing costs.
5. **Strategic Thinking:** Alignment with long-term business goals.

NEXT STEPS:

Align Talent with Your Business Strategy

1. **Draft results-based job descriptions** that prioritize outcomes.
2. **Prepare competency-driven interview questions** that assess real-world capabilities.
3. **Use behavioral assessments and technology** to predict success and team alignment.

This cheat sheet provides a streamlined guide to implementing Results-Based Interviewing™. Follow these steps to attract candidates who will not only fit the role but also drive measurable success for your business.