



## MAKING A CASE | Behavior-based Interviewing

We use behavior-based interviewing to help ensure that our candidate is the best fit for your opportunity. Our behavioral-based interview centers around three key areas to get to a person's critical-thinking and problem-solving skills...



**smartdept. is a nationwide creative, digital, and marketing talent resource** with roots in Chicago, Seattle, and Grand Rapids. We are also a WBENC-certified Women's Business Enterprise. We provide companies with freelance, contract, contract-to-hire, and direct hire candidates for on-site, remote, and hybrid opportunities. Our ability to service customers of all sizes while still taking a boutique approach allows us the best chance to cultivate the successful relationships we value.

smartdept. uses behavior-based interviewing to help ensure that our candidate is the best fit for your opportunity. We employ a targeted line of questioning, which allows us to gain further insight into our candidate's cognitive ability, personality, and motivation. smartdept. looks beyond salary range, years of experience, and portfolio to offer a more complete assessment of our candidate's abilities.

We believe that further insight into these critical areas is an essential part of hiring successfully in our niche. We use this methodology to determine a person's future behavior by looking at their past behavior. In addition to behavioral interviewing, our process includes a phone screen, face-to-face interview, portfolio review, and pre-interview prep call (before interviewing with you). smartdept.'s candidate-vetting process allows us to match based on knowledge, behavior, and skills. And if you have a unique test you would like us to administer on your behalf, **we'll make it happen!**



Cognitive ability determines essential mental capability, including intelligence, perseverance, creative thinking ability, pattern recognition, and even the ability to learn from previous experience. An individual's cognitive ability provides the foundation for their innovative capabilities.



According to the Oxford Languages Dictionary, is the combination of characteristics or qualities that form an individual's distinctive character. smartdept. uses behavioral-based interviewing to help further assess whether or not a candidate's temperament is right for your role.



Want to know why someone wants to come to work? Simple enough, Motivation is the reason for doing something.



*"The addition of behavioral interviewing to smartdept's candidate vetting process has played a key role in our success as a staffing organization. Having additional candidate insight, by using this approach, has been beneficial to the clients that trust me with their needs and to me as a recruiter."*

- Heather, smartdept.