

“PICK ME ... PICK ME ... PICK ME!”

Designing & Conducting A Legal & Effective Interview

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- What is the **#1 FACTOR** that will determine if a new employee will be **SUCCESSFUL**?
- What is the difference between **BEHAVIORAL** and **HYPOTHETICAL QUESTIONS ...** and why are they **ESSENTIAL** to your interview?
- What constitutes **LEGAL** and **ILLEGAL** questions?
- What is the **#1 REASON** we choose the **WRONG** candidates ... and how can you **AVOID THAT PITFALL**?
- What can you **LEGALLY** ask an applicant under Title VII? ADA? Etc.?
- What must an application disclaimer say to protect yourself legally?
- What **BACKGROUND CHECKS** must you perform in order to protect yourself against a Negligent Hiring situation?
- What is a **STRUCTURED INTERVIEW**?
- What **DOCUMENTS** and **NOTICES MUST** you have in place in order to perform Background Checks?
- What **SELECTION TOOLS** should you use ... and which ones are legal?

...and **MUCH, MUCH** more...

Join Scott as he reviews how to **DESIGN & CONDUCT AN EFFECTIVE INTERVIEW**. Scott will outline for you in his own unique, practical, entertaining and humorous style how to most effectively interview candidates so you can choose the **RIGHT ONE!** Scott will not only outline this subject for you, but he will review how to use this information **IMMEDIATELY!**

LEARNING POINTS

In this session you will learn...

- The legal parameters of interviewing.
- How to best prepare for an interview.
- What to look for in a successful candidate.

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Scott Warrick, JD, MLHR, CEQC, SHRM-SCP (www.scottwarrick.com) is both a practicing Employment Law Attorney and Human Resource Professional with 40 years of hands-on experience. Scott uses his unique background to help organizations get where they want to go, which includes coaching and training managers and employees in his own unique, practical, entertaining and humorous style.

Scott Trains Managers & Employees ON-SITE in over 50 topics, all of which can be customized **FOR YOU!**

LET SCOTT DESIGN A PROGRAM FOR YOU!

Scott combines the areas of law and human resources to help organizations in “Solving Employee Problems **BEFORE** They Start.” Scott’s goal is **NOT** to win lawsuits. Instead, Scott’s goal is to **PREVENT THEM** while improving **EMPLOYEE MORALE**.

Scott is also a TWO-TIME best-selling author. His first book, [*Solve Employee Problems Before They Start: Resolving Conflict in the Real World*](#), is a #1 Best Seller for Business and Conflict Resolution. It was also named by EGLOBALIS as one of the best global Customer and Employee books for 2020-2021. Scott’s most recent book, [*Living The Five Skills of Tolerance: A User’s Manual For Today’s World*](#), is also a #1 Best Seller in 13 categories, including Business Leadership, Educational Leadership, Minority Studies, Organizational Change, Religious Intolerance, Race Relations and Workplace Culture, to mention a few.

Scott travels the country presenting seminars on such topics as Employment Law, Conflict Resolution, Leadership and Tolerance, to mention a few.

Scott’s [**MASTER HR TOOL KIT SUBSCRIPTION**](#) is a favorite for anyone wanting to learn Employment Law and run an HR Department.

Scott has been named one of Business First’s 20 People To Know In HR, CEO Magazine’s 2008 Human Resources “Superstar,” a Nationally Certified Emotional Quotient Counsellor (CEQC) and a SHRM National Diversity Conference Presenter in 2003, 2006, 2007, 2008, 2010 and 2012. Scott has also received the Human Resource Association of Central Ohio’s Linda Kerns Award for Outstanding Creativity in the Field of HR Management and the Ohio State Human Resource Council’s David Prize for Creativity in HR Management.

Scott’s academic background and awards include Capital University College of Law (Class Valedictorian (1st out of 233) and Summa Cum Laude), Master of Labor & Human Resources and B.A. in Organizational Communication from The Ohio State University.

For more information on Scott, just go to www.scottwarrick.com.

