

DDPH supervisors participate in BBI Training

By Emily Blubaugh, DDC Public Affairs

Defense Distribution Depot Pearl Harbor, HI, or DDPH, supervisors recently had the opportunity to attend Behavior Based Interview, or BBI, training, taught by Defense Distribution Depot San Joaquin, Calif., employee Teri Henry.

The course, which typically is one day in length, prepares supervisors to make hiring selections based on a candidate's past job experiences and behaviors, which, when analyzed properly, may predict future job performance.

The supervisors were taught how to develop behavior based interview questions that focus on past job experiences, as well as how to assess the impact, results, and outcome of past performance and make hiring selections based on

the competencies needed to perform the job.

Henry is only one of a few certified BBI instructors for the Defense Distribution Center. She stresses that one of the most critical concepts to take away from the class is the importance of developing pertinent performance and technical questions for the interview process to adequately assess whether or not a candidate truly has the experience to perform the task at hand.

"Resumes can tell you they know the subject matter and have experience with this type of job, but only when an interviewer starts asking questions that relate to job specifics will they really be able to tell if the candidate understands what they are talking about," says Henry.

In order to form appropriate questions, the supervisors were introduced to the Skil analyzer,



Defense Distribution Depot Pearl Harbor, HI, commander, United States Navy Supply Corps Cdr. Scott Smith, and deputy commander, Craig Wills, participate in Behavior Based Interview training, taught by Defense Distribution Depot San Joaquin, Calif. employee Teri Henry.

a web-based tool that provides 22 different performance skills or competencies for the user to rate according to relevance to the position, which ultimately forms a bank of job-related behavioral questions to be used in an interview.

Examples of questions the program might generate are: "Describe a time when you had enough faith in an idea to lead the market, rather than follow it," "Tell me about a time when you carefully set a long-term organizational goal? How did you do it?" or "Walk me through the steps you took in a specific situation to foster a cooperative environment."

Additionally, the program provides interview guides and rating sheets for users, which utilize the SHARE model to record and analyze the information provided by the



Defense Distribution Depot San Joaquin, Calif. employee Teri Henry leads the class in a lesson in how to create behavior based interview questions using SkilAnalyzer that focus on past job experiences to make better hiring decisions.

candidate, to further assist supervisors in the decision-making process.

SHARE stands for: Situation, Hindrance interviewee was working to resolve, Actions that the interviewee took to correct the problem, Results of those actions, and Evaluation, or what was learned from this experience. The model is ideal in gaining specifics from candidates.

According to Henry, “The class thought the SHARE model was very useful for taking notes and for obtaining information from the interviewees. They also used this model to begin the interview by telling the candidate that their answers should include these specifics.”

Overall, DDPH was very receptive to using the BBI approach to setting up their interviews and found the training extremely beneficial. “Students told me that after taking the class they felt more prepared to conduct interviews. One even stopped me in the hallway to let me know that he thought it was one of the best classes he had taken,” said Henry.

Former airplane mechanic lives dream onboard USS George Washington

Story and photo by Jon Lontoc, DDYJ Public Affairs.



Hiroo Takagi poses with his daughter, Kazuko Yamamoto, next to an E-2C Hawkeye airborne early warning aircraft from Carrier Air Wing 5 onboard the USS George Washington during a Family Day cruise.

The aircraft carrier USS George Washington at the United States Naval Base in Yokosuka, Japan, held its first Family Day cruise since arriving at its new home in Yokosuka last year. Thousands of guests turned out to experience Navy life at sea, as well as a

demonstration of the superior airpower of the U.S. Navy. For 87-year old Hiroo Takagi, the experience was an especially memorable one, bringing back visions of his early years as a sailor in the Japanese Navy.

Father of Defense Distribution Depot Yokosuka, Japan, Kazuko Yamamoto, Takagi joined the Navy when he was 21 years old during World War II.

While stationed at Maizuru city in the Kyoto Prefecture, he worked in the aviation community as an airplane mechanic, maintaining aircraft such as the plane popularly known as the “Zero,” one of the world’s best carrier based fighter aircraft of its time. Following the war, he continued his trade as a garage

mechanic for the U.S. military.

Yamamoto expressed wonder after learning of her father’s experiences. “I never knew,” says Kazuko, “Being one of only two daughters, it wasn’t something a man would talk to women about,” she explains.

Now a retired auto mechanic, Takagi spends time enjoying life and his family. Though he has never left Japan, events such as the Family Day cruise have sparked his desire to travel. “He might enjoy traveling to Korea or Guam,” says Yamamoto.

When asked how he felt about his trip onboard the USS George Washington, he expressed excitement and joy at the opportunity to ride on such a ship and observe the demonstration by the Navy jets and helicopters of Carrier Air Wing Five. Takagi was especially thankful for the peace that now exists between United States and his country of Japan.