IMPROVING THE WAY WE HIRE:

THE INTERVIEW

Key Takeaways for More Effective Interview

- ✔ Do your homework: analyze the behavior profiles of candidates and positions in advance of the interview; collect any other relevant information.
- ✔ Help the candidate be at ease during the interview and make the interview a conversation.
- ✔ Listen deeply by using the GRI behavior profile for understanding the candidates beyond what the words can tell.
- ✔ Do not only screen candidates; sell the job when you have to.

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SUMMARY

In today's competitive business environment, organizations can't afford failed hires. Average costs to hire and train a new employee range from a conservative estimate of two-and-a-half times the combined annual salary and benefits budgeted for the position up to 400% of annual salary for high-level or highly specialized employees.

Add in the indirect costs like wasted time, and ripple effects of disgruntled employees and unhappy customers, and the true price tag of a bad hire can run substantially more.

The hiring interview is time for one-on-one contact with candidates. It is a chance to ask questions, gauge responses, assess attitude, develop a better understanding of them, to sell the position, and ultimately, to make a decision.

Yet interviewing is an imperfect practice, and objectively speaking, most of us are not very good at it.

But there are ways to improve your interviewing and increase your good hires. This white paper takes a look at some of those techniques.

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