



IMPROVING THE WAY WE HIRE: REINVENTING RECRUITMENT

Key Takeaways for Improved Recruiting

- ✓ Gain consensus on strategic and cultural aspects that translate into the behaviors expected in the position.
- ✓ Reduce the time required to screen candidates.
- ✓ Focus on the most important attributes that will help develop the skills of the candidates once in the job.
- ✓ Explain the position and sell it and the company to the applicants.
- ✓ Prepare for the onboarding by providing information to resolve gaps between the applicant and the position.



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SUMMARY

Why is it so hard to hire and keep people, and what can we do about it?

People, including recruiters, HR executives, and hiring managers, will tell you that they know the right kind of person for a given job, but what we think is right often isn't actually the best choice. When you have a better way to identify the right characteristics and behaviors for a position, you will end up with employees that are a better fit.

And if we can identify and understand how we behave and how other people behave as early as the recruitment process, we can build stronger teams and organizations from the start, with less impact on the budget.

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