

End In Mind Hiring

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What makes a great employee?

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What Makes a Great Employee? (Common Answers)

- “ uhh . . . you know, hungry, motivated, have a great attitude and high energy!”
- “I know it when I see it!” (Because instinct is infallible)
- If you are GREAT at hiring...can you replicate or delegate it?

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What Makes a Great Employee? (End In Mind Hiring)

- The person hired is TRAIT FIT for the job.
- Skilled enough to do the job.
- Value and Principle aligned with the manager and the organization.
- Do YOUR top performers meet these characteristics?

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Why Hires Fail

- Not hiring for Traits or Value Alignment – only focus is on Skills and Knowledge
- Entire Interview process based on Experience, Skills and Knowledge
- GUT INSTINCT hires!

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The Number to Remember!



63

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You're Using the Wrong Paradigm!

- 
- Have a winning PROCESS and FOLLOW IT
 - Seek to EXCLUDE first....then INCLUDE
 - Don't get EMOTIONALLY INVOLVED

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Establish a Process

- Build a Wide Candidate Pool
- Phone Screen
- Resume' Focused Interview
- Due Diligence
- Behavioral Interview
- Third Party Assessment

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The KEY To End in Mind Hiring



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SPOT THE RED FLAGS!

- PEOPLE WILL TELL YOU HOW THEY WILL FAIL!
- Personal Habits
- Behavior
- Falsehoods
- Probing History

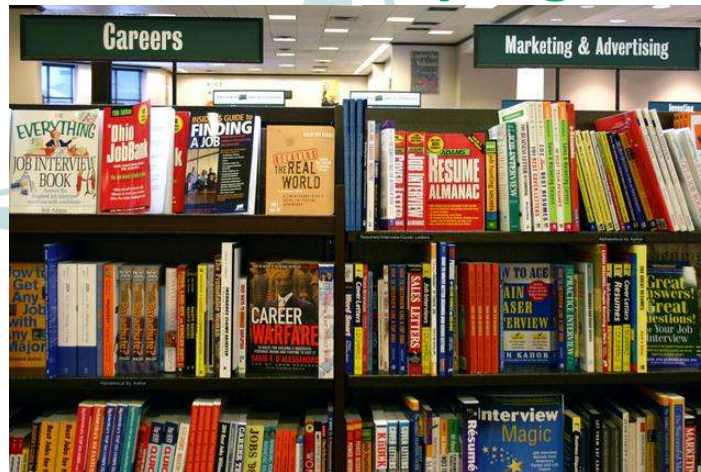
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The Key to a Winning Interview

- Preparation! Instead of general questions, build questions around the job
- What behaviors and traits make someone successful?
- How would you expose those (or lack thereof) during the interview?

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What You're Up Against



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More on Interviewing

- Don't tell them what YOU seek – have them tell you what THEY are first! (The reverse makes you easy pickings)
- One lie = disqualification!
- Are you asking questions designed to expose red flags?

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Due Diligence

- **A. Reference Checks**
- **B. Education Credentials**
- **C. Criminal History**
- **D. Past Employers**
- **E. Driving Record Report**
- **F. Social Security Verification**
- **G. Credit Reports – CAUTION**
- **H. Social Networking**

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Behavioral Interviewing

- Behavioral interviewing seeks to establish job fit by matching past situations and actions to likely future situations
- “Tell me about a time when you....”
- Proper answer – STAR: Situation, Task/Action, Result
- Press for DETAILS – “What I did,” not “What I would do”

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Third Party Assessments

- A VALID third party assessment is INVALUABLE
- Should expose Behavioral Traits, Value Alignment, and Success Patterns tailored to job specifics
- Should include a TECHNICAL Manual

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Action Steps

- Design Your Process
- Define Your Needs
- SPOT THE RED FLAGS!
- Use Ongoing Feedback to Update and Improve
- Call if we can help!

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Want More?

- www.SalesTurnaround.Com

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