



TIP OF THE WEEK

December 18, 2007

According to Careerbuilders.com, over 30% of job applications contain discrepancies about work experience or education history. That's why we advise our clients that the hiring process ought to contain three equally weighted decision-making tools. Thirty percent of the evaluation should be based on the interview – what the candidate says about himself, 30% on the references – what others say about the candidate, and 30% on the results of an online behavioral assessment. For the remaining 10%, you've got to rely on your gut feeling.

Talent is getting harder and harder to find and keep, and the old hiring techniques just don't cut it any more. Look for a behavioral assessment that allows you to define which characteristics are paramount for success in the specific position. We think the one in which we are certified is the best, but there are several choices. Using all three tools, you will greatly increase the odds of making the best hiring decision.

Good luck. Work **ON** your business. Stay in touch.

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