5 Minute Guide To Hiring Top Performers

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Re-Thinking Interviewing

Google was profiled in a New York Times story a few years ago. The Data King crunched their own data and threw out their Standard Interviewing Procedures when it came to hiring top performers. The way they had interviewed for years yielded no evidence it lead to hiring the best people. No longer were they asking nonsense quiz questions or looking at GPA's, they realized standardized, consistent behavioral interviewing lead to the best hires.

Real World Evidence Is The Best Predictor

Asking the right questions

Standardized behavioral based questions asked to each of the potential applicants leads to determining the top performer.

Top performers have strength in 4 categories: Ability, Social Skills, Drive and Adaptability.

Questions asking specific examples of success or challenges overcome in the 4 categories leads to finding the best talent.

https://hbr.org/2017/10/what-science-says-about-identifying-high-potential-employees

Putting it Together

Talented candidates look for an employer who will utilize their skills and offer opportunities for growth. The companies who attract and retain talent realize a few things:

- How they manage the interview process is how they will manage in general. If the interview process is unorganized or slow, it gives the candidate it is how the company operates in general.
- The top companies attract top talent by realizing it's a symbiotic relationship and they have to sell the opportunity.
- They ask the right behavioral based questions and the same questions to each candidate.

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