Mastering the Hiring Habits

Selecting successful talent

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INTRODUCTION

The business world is constantly changing. In the new global economy it is crucial to implement a winning business model were the good human asset not only means how many people to hire, **but** what kind of people to hire, which types of **knowledge**, **skills** and **behaviors** the new employees need to deliver towards their business objectives within the company.

Therefore successful talent needs to be found, attracted and hired. Like the old wives tale, "Hire Slow and Fire Fast" take your time to rate and measure the percent of high performers hired. Then you would know how good (or bad) was your hiring. Because despite the importance of hiring high performers, most managers pick them only 25% of the time.

Massive applicant pools are now normal. Unemployment is at higher levels. As a result, more people are applying for jobs. These new applicants are coming from industries that have gone out of business or don't exist anymore. In addition, the fact that more people are transferring industries.

The traditional model of "candidate" no longer exists. Finding the right person is more difficult because there are more people available, and they may not be from the traditional direct competitor.

The frustration associated with hiring low performers exists. Managers experience the pain. Studies showed the average cost of a management mis-hire is 15 times the base salary, this is frustrating, painful, and costly to mis-hire people.

If you go to any of the human resources benchmarking company web sites, try to see if they measure percent of high performers hired. Not one does. None. HR frequently measures hiring costs and time to fill jobs... they hire the wrong people **75%** of the time, but they do it inexpensively and quickly! What's wrong with that picture?

As more companies measure quality of hires and study methods that improve both quality of hire and the real business results from improving hiring, the more **Topgrading** methods stand out.

No company can expect to beat the competition unless it has the best human capital and promotes these people to pivotal positions. **Topgrading** is the definitive manual for becoming a high performer and for recognizing those traits in others.

To begin **Topgrading**, perform an Annual Talent Review. Periodically review your personal investments in order to make adjustments, do the same with your team ideally a couple times per year.

The implementation of a combination of hiring tools leads to **successful hires**. By example, if only personality tests are used, its been proved that they don't add value, are blunt instruments and are extremely easy to fake ending in a waste of time.

Therefore the following program is advised to **develop competent hiring habits** that will deliver better results.