

How To Hire on Business Need... Not in Self Image!



We've all done it... but we shouldn't.

Our unconscious bias draws us to people who are familiar to us. We're drawn to similarities and end up favouring interviewees who are like us, but that's not what the business necessarily needs for the role you're hiring.

When we build a team, we look for compliments, but successful teams do not consist of everyone who is the same. Both ability and diversity are required for collective intelligence to reach its potential. You need team members whose different perspectives add value.

But don't hire a different perspective for the sake for it. You need to hire based on the needs of the job.

So where do you start to make sure you hire on the business need and not self-image? **Here's a quick checklist we use at Signature:**

- ☐ Have a clear list of responsibilities and deliverables for the role you're looking to hire.
- ☐ What are the attitudinal characteristics/ behaviours needed to ensure this role is delivered? Get them listed down.
- ☐ What does good behaviour look like and what does bad behaviour look like?
- ☐ Write down some questions that you ask of everyone you're interviewing. Define a differential situation that demonstrates the behaviour/characteristic you're looking for.
- ☐ Have an answer key which will grade the candidates attitude - add the points up and the candidate with the highest score should be your first choice.

This is all about assessing the candidates emotional fit for the demands of the work environment and job role to ascertain whether a characteristic is likely to deliver a positive or negative behaviour.

Don't fall into the trap of thinking if they sound, look, talk like you or have similar background, will mean they're going to be capable of performing in the role.

If you want further support on how to run an effective recruitment process, visit our [website](#) for lots of tips and tools on our [resources](#) page.

Or, contact us directly for no obligation advice.



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