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This is the second slide of the presentation. It has a white background with a blue header bar. The "Best Job EVER" logo is in the top left. The title "Learning Objectives" is centered in a large, bold, red font. Below the title is a bulleted list of three points. The footer contains the AssessmentPros logo, copyright information, and a page number.

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3



4



HIRE RIGHT

80%
of employee
turnover
stems from
bad hiring decisions.

Harvard Business Review





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Freshness and Quality

The longer your job
remains open,
the more likely
you can lose top candidates.




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Loss of Appeal

Potential candidates' interest may wane if the hiring process is prolonged.

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Competition and Availability

Skilled individuals are often in high demand and may have multiple job offers.

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HIRE RIGHT System


Benchmark – Interview – Onboard



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Resource Management

An efficient hiring process helps
ensure resources are used wisely.




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Adaptation and Flexibility

Your plans may change based on the ripeness of the bananas!


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Strategy #1

Streamline Your Hiring Process








PHONE SCREEN

Focused, uniform, and short.

ASSESSMENT

Objective "Job Fit" Information

1st INTERVIEW

Interview for Competencies

2ND INTERVIEW

Question & Confirm

REFERENCES

Verify & Predict Performance

JOB OFFER


Help Candidates Say YES!


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Strategy #2




Positive Candidate Experience

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Strategy #3



Communicate Expectations


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JOB EXPECTATIONS


1. CLIENT CONTACT			
	Below Expectations	Meets Expectations	Role Model
1.1	<input type="checkbox"/> Negative first impression risks losing clients	<input type="checkbox"/> Positive first impression contributes to repeat clients	<input type="checkbox"/> Standout first impression ensures clients return
1.2	<input type="checkbox"/> Displays personal feelings to clients when stressed or heavy workload	<input type="checkbox"/> Speaks clearly and responds/listens to client requests	<input type="checkbox"/> Displays extra effort by recognizing and reacting to unique client needs
1.3	<input type="checkbox"/> Client relations lacking	<input type="checkbox"/> Creates and maintains positive client relationships	<input type="checkbox"/> Clients routinely report positive interactions
2. TEAM AND DAILY INTERACTION			
2.1	<input type="checkbox"/> Arrives on time for work but not ready to start.	<input type="checkbox"/> At workstation and ready to start at start time	<input type="checkbox"/> At workstation, ready to work and organized for day at start time
2.2	<input type="checkbox"/> Difficult to find and not able to answer questions	<input type="checkbox"/> Available and knowledgeable for scope questions	<input type="checkbox"/> Anticipates potential questions




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Strategy #4





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Strategy #5




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Strategy #6

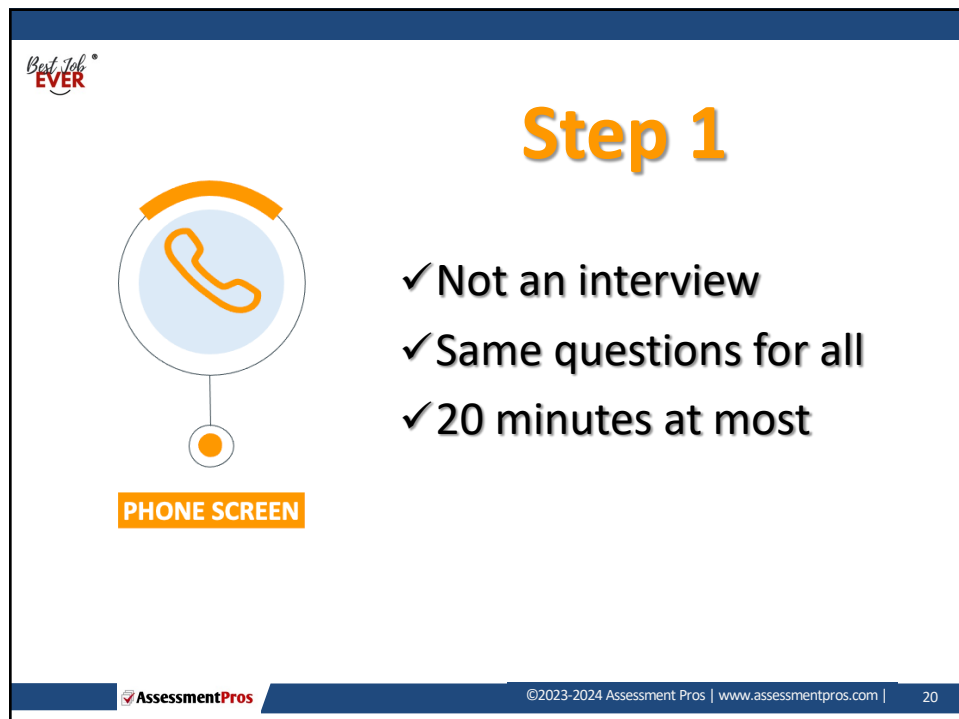


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1st INTERVIEW

Step 3

- ✓ Compare to job
- ✓ Listen more than talk
- ✓ Interview vs. sell position

Tools: Interview Builder
Job Expectations

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1
PHONE SCREEN

Focused, uniform, and short.



2
ASSESSMENT

Objective "Job Fit" Information



3
1st INTERVIEW

Interview for Competencies



4
2ND INTERVIEW

Question & Confirm



5
REFERENCES

Verify & Predict Performance



6
JOB OFFER

Help Candidates Say YES!

6 STEP HIRING PROCESS

"Hiring people is an art, not a science, and resumes can't tell you whether someone will fit into a company's culture."
Howard Schultz, Former CEO Starbucks

1 2 3

Not doing it In place but could improve We've got it nailed

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**Best Job
EVER**

“

“I strongly believe you can't win in the marketplace unless you first win in the workplace.”

DOUGLAS CONANT
CONANT LEADERSHIP
FORMER CEO, CAMPBELL SOUP



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**Best Job
EVER**

What is the Ultimate Goal?


Greater **results** and **profits** because
employees **love** what they do,
enjoy who they work with,
respect who they work for...

and believe you are their **Best Job
EVER**

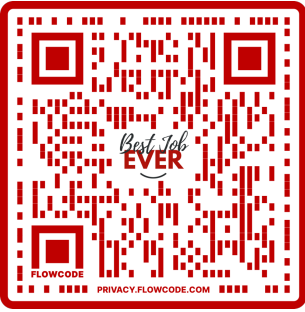
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Post Class Goodies



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- ✓ Slides
- ✓ Handouts with notes
- ✓ Class options

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Upcoming Classes



NOV 6

Job Expectations:
Creating Clear
Direction for
Employees

11:00 AM - 12:00 PM
Zoom Video Conference



NOV 13

MID WEEK MASTERY CLASS
Build a Best Job Ever
Culture for
Engagement and
Performance

11:00 AM - 12:00 PM
Zoom Video Conference

Demo



**Interview
Builder**



**Express
Evaluations**
Performance | Goals | Pulse

AssessmentPros.com/events-and-classes

Eligible for 1.0 PDC

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REMINDER

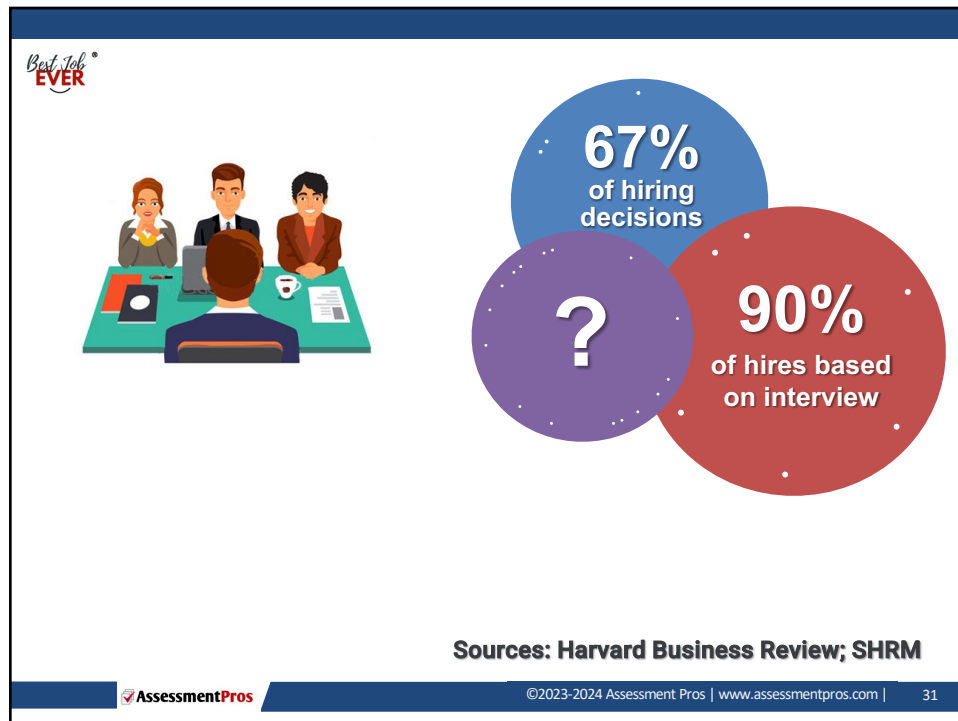
- ✓ Act swiftly and decisively.
- ✓ Make offer before they become unavailable or lose interest.

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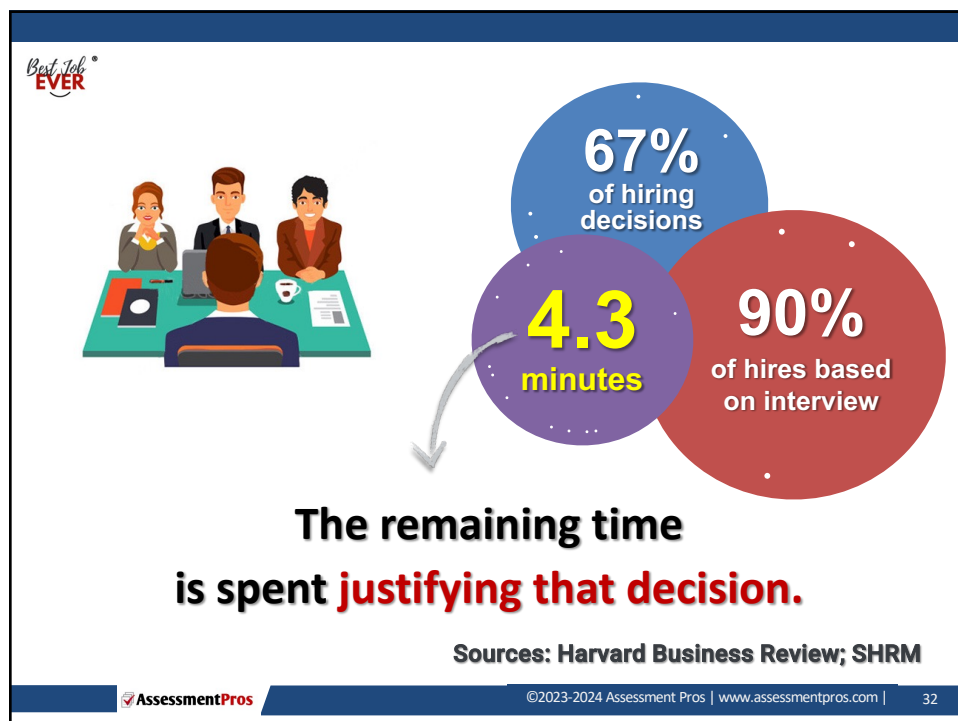
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