

Hiring Using Assessments

HR Management – Discovering a
Person's Unique Qualities

Information is data endowed
with relevance and purpose!

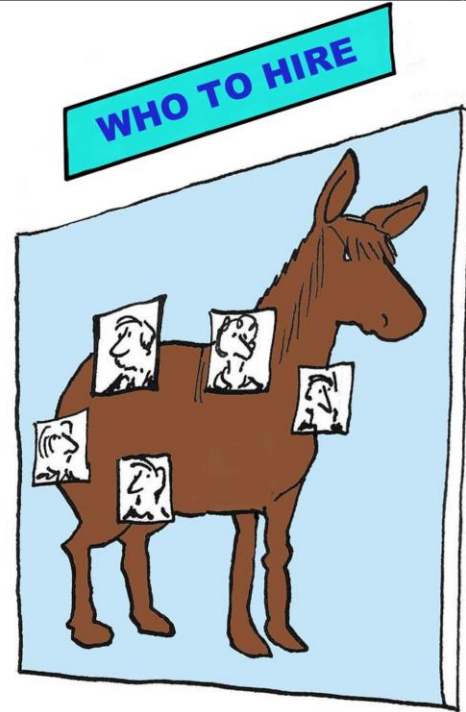
- *Peter Drucker*

Now consider these 3 questions:

- What is the single biggest expense line item in most businesses?
- What do most business owners say is their greatest asset?
- And what is the source of 7 out of 10 of your biggest challenges in business?

Why Use Assessments?

I hate conducting interviews and stuff like that.



Chronic Problems in Business!

- The lack of a structured career path for employees,
- Difficulty in finding skilled worker for key roles,
- Critical roles with staffed with the wrong person,
- Discouraging autocratic leadership one or more key roles,
- Poor morale and negative work environments
- Regular turnover,

Your Catalyst

HR Management is a make or break factor in your business SO, You can and should **use a data driven approach** to planning, hiring, developing, managing and retaining your people, and assessments are a big part of that.

Pause the Video!

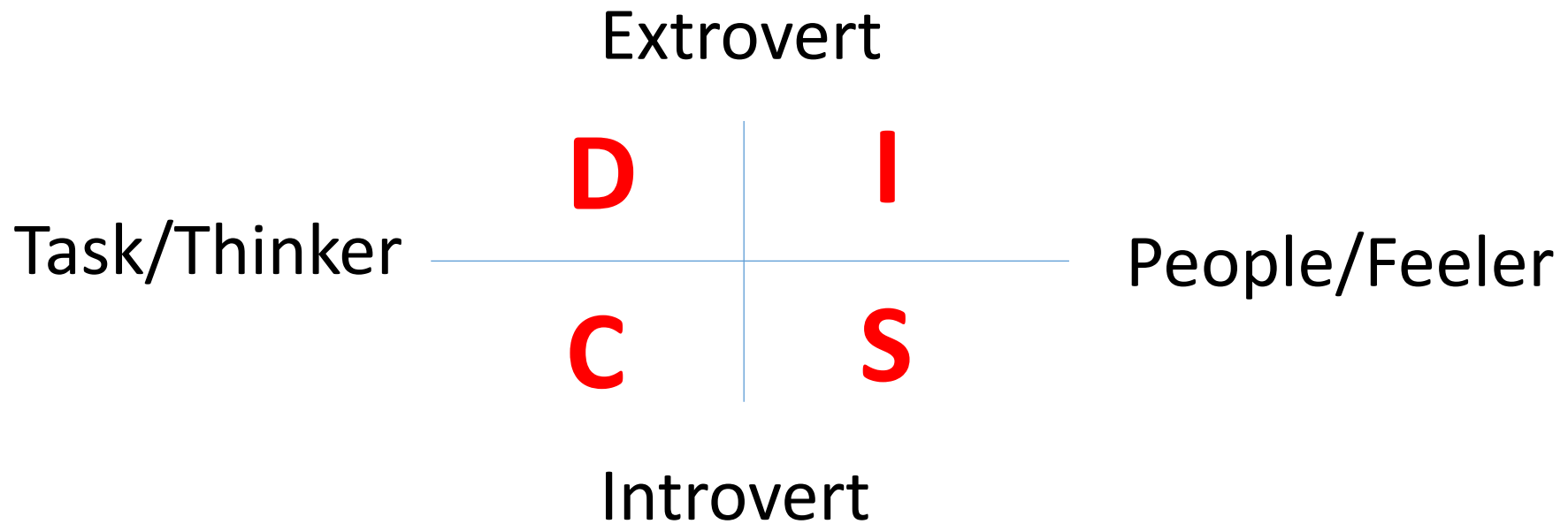


Make sure you have your own assessment
in front of your for this next section!

Use the Right Tool for the Job



DISC Overview



High D



Dominance

Person places emphasis on accomplishing results, the bottom line, confidence

Behaviors

- Sees the big picture
- Can be blunt
- Accepts challenges
- Gets straight to the point

Advice

Be direct
Use bullet points
Focus on facts
Use a fast pace
Avoid emotion

High I



Influence

Person places emphasis on influencing or persuading others, openness, relationships

Behaviors

- Shows enthusiasm
- Is optimistic
- Likes to collaborate
- Dislikes being ignored

Advice

Be enthusiastic
Provide an Overview - avoid detail
Focus on their role
Use a fast pace
Use humor

High S



Steadiness

Person places emphasis on cooperation, sincerity, dependability

Behaviors

- Doesn't like to be rushed
- Calm manner
- Calm approach
- Supportive actions
- Humility

Advice

Be gentle
Be clear about expectations
Focus on the team
Speak clearly and calmly
Tell stories

High C



Conscientiousness

Person places emphasis on quality and accuracy, expertise, competency

Behaviors

- Enjoys independence
- Objective reasoning
- Wants the details
- Fears being wrong

Advice

Be clear
Provide accurate detail
Focus on outcomes
Speak clearly and calmly
Give space to think

Values and Beliefs

Values And Beliefs The deeper level of living outside of ourselves is knowing . . . WHY!

- Values are core beliefs and ways of thinking that are typically formed based on your environment, friends and family.
- What you cannot see is often more important than what you can see.

The WHY comes from your “mindset.”

Interests -are the surface-level motivations – the things that capture your attention or seem to draw you in

Attitudes – the world views that shape and define your interests, what you find attractive and compelling

Values - your deep-level feelings and expectations about your relationship to others and to the world around you



3 Key Mindsets/Motivators

Objective

Theoretical: Thoroughness & The Approach
Utilitarian - About Efficiency & Effectiveness

Subjective

Aesthetic - About Your Environment
Social - About Other People

Beliefs

Individualistic - About Ourselves
Traditional - About The World

Consider these two facts

1. You tend to have positive interaction and activities with people who have similar mindsets to you.
2. You tend to clash with people of differing mindsets.

• Hiring

- Hiring the right people for the right job without assessments is very difficult.
- Use the right assessments.
- Assessments are only one factor, and should add a layer of objectivity

• Developing Your Employees

- Can improve Emotional Intelligence (EQ)
- Can aid in team empathy and understanding
- Can aid in better communication
- Fit, engagement and retention.

You Catalyst

Hire Strategically - Don't perpetuate the YOU problem by inadvertently hiring yourself. This is where assessments can help you to intentionally staff the right kind of person in the right role.

