

Your Recruitment Process

Seeking candidates in this current economic environment is not difficult. Seeking the right candidate is the hard part.

Properly filtering candidates with a simple but effective sourcing technique will increase the chances of correct selection the first time by as much as 75%

There is a fine line between filtering for competency and work experience. Too many organizations miss interviewing the right candidates due to over-filtering within their applicant tracking systems

Interviewing techniques are not properly taught. Hiring managers too often select based solely on the written resume. Selection of the right candidate is a technique that can and must be taught.

Poor interviewing will ensure poor retention. The time must be spent in the interview to determine fit and motivation - as well as competency.

Search: The marketing of the open position



Filter: Confirming qualifications and fit for position



Selection: The art of determining which candidates are the right people to choose.

Copyright 2002 by Randy Glasbergen, www.glasbergen.com



"My short-term goal is to bluff my way through this job interview. My long-term goal is to invent a time machine so I can come back and change everything I've said so far."

