Find The Right Person

Knowing what you want in a candidate is integral to your organization. Your people define your success, and being clear about what you want will give you the best chance of getting it.

Determine what is essential in terms of skill, experience, attitude and values...and what you can live without.

So...what does your ideal candidate look like?

KNOWLEDLGE

Background (what have they picked up on their journey that's valuable to you?)

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Education (include desirable training outside of formal requirements too...)

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Experience (think about how that experience fits your culture)

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SKILLS

Technical (essential for success - programs, systems etc.)

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Interpersonal (think environment - how to they have to interact with others?)

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Behavioural (DiSC Profile)

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ABILITIES/("FIT")

Culture - Purpose (you exist for a reason - how does your IC embody that?)

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Culture - Philosophy (what values do they need? What just won't work?)

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Culture - Prioritites (How does your IC reflect your business priorities?)

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Culture - Projections (How the world views you - dress, image, brand etc.)

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OTHER ATTRIBUTES

Direction (What are their future goals? Do they align with your philosphy?)

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Biggest Strengths (Top 3 'Must Have's' in order of importance to your business)

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Acceptable Weaknesses (No-one's perfect. What can you live without?)

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