

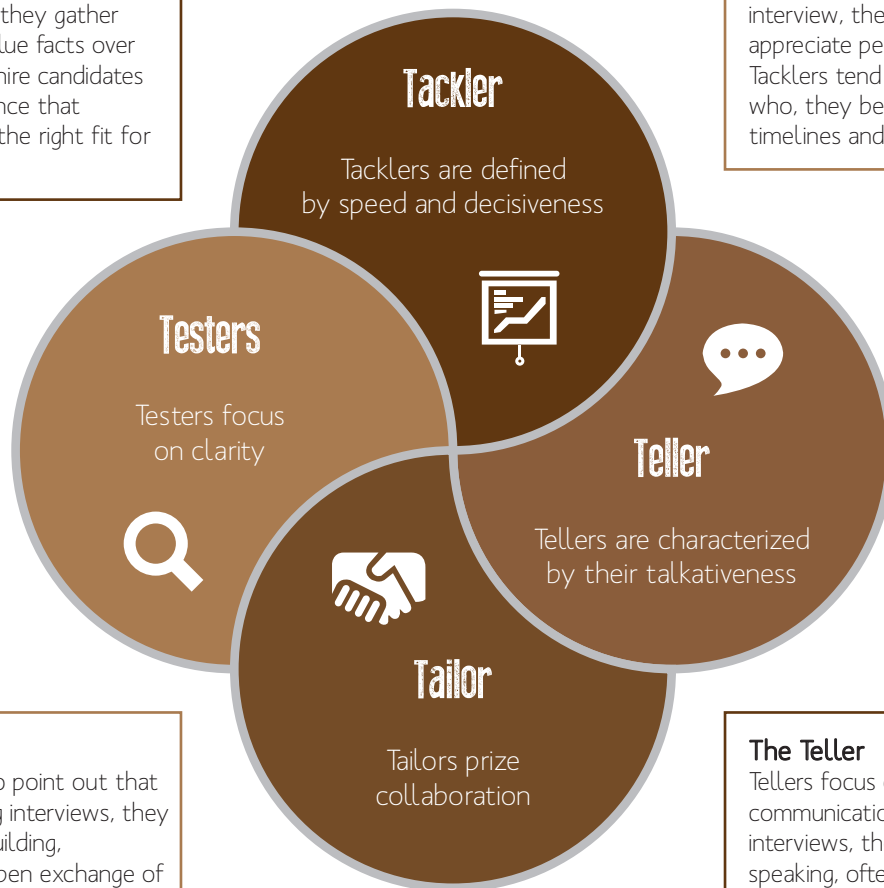
Maximize Your Hiring Style

The Tester

Testers make decisions through data and other tangible forms of proof. While interviewing candidates, they gather pertinent details and value facts over stories. Testers tend to hire candidates who share logical evidence that demonstrates they are the right fit for the job.

The Tackler

Tacklers want to be in control and reach goals quickly. When conducting an interview, they get to the point and appreciate people who do the same. Tacklers tend to hire those candidates who, they believe, can condense timelines and hit targets fast.



The Tailor

Tailors are the ones who point out that "team" has no "I." During interviews, they take time for rapport-building, conversation, and the open exchange of thoughts and feelings. Tailors are likely to hire candidates capable of cultivating strong working relationships.

The Teller

Tellers focus on using their communication skills to motivate. In interviews, they spend appreciable time speaking, often selling the candidate on the company and its opportunities. Tellers frequently hire candidates who, they believe, will be inspired to act upon what the Teller has said.

Your personality, expertise, and experiences shape your approach to leadership and how you select talent. How you select talent is called your Hiring Style. Hiring Styles come in four types: Tackler, Teller, Tailor, or Tester.

The good news is that none of these styles is bad. The bad news, however, is that if we're too reliant on our dominant style, it can keep us excessively focused on one part of reality. It can create distortion.

The following two discovery exercises can help you determine which is your primary, personal Hiring Style.

WHAT IS YOUR PERSONAL HIRING STYLE?

People often have one of the following reactions when they first read about Hiring Styles:

- They believe they've discovered their dominant style simply by reading about each.
- They suspect they have more than one dominant style.
- They're not sure any of the styles fits them perfectly.

Just as everyone has a dominant hand or leg, so too does everyone have a dominant approach to hiring, whether they realize it or not.

EXERCISE #1 - THE LAST FIVE HIRES

Share the four Hiring Style descriptions with the last five people you've hired. Ask each which style best describes you.

EXERCISE #2 - THREE ACQUAINTANCES

Select three acquaintances. Avoid family and close friends, as their concern for you could prejudice their perception. Provide them with the Hiring Styles descriptions. Ask each which Hiring Style best describes you.

If these exercises identify a single style as dominant, you've identified your personal Hiring Style.

If the results are conflicting or inconclusive, that's not unusual. Many people have learned to effectively use their non-dominant hand. Yet, they're still apt to favor their dominant one. The same is true of Hiring Styles.

When two or more Hiring Styles appear equally dominant, carefully watch for which style you favor during interviews. This is your dominant style.

Want more help with Hiring Styles?

Ready to engage in On-Demand Hiring?

Contact us today to schedule a consultation.