

# 4 steps to make better **HIRES**

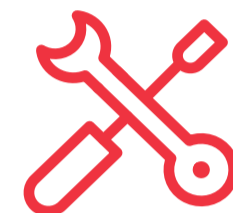
Making the right hire can boost productivity and profitability. Making the wrong hire, on the other hand, can be a costly mistake.

**Follow these steps to make sure you're hiring the right person for the role.**



## **Define and communicate** job requirements.

- Solicit stakeholder input.
- Define the job.
- Create a compelling job advertisement.



## **Equip your leaders** to land top talent.

- Assemble the interview team.
- Collect objective data about candidates.
- Prioritize which candidates to interview based on behavioral and cognitive fit.
- Conduct candidate interviews.



## Determine candidate **Cultural fit.**

- Ensure candidates embody your organization's core values.
- Set candidate expectations about company culture.



## Predict new **Team dynamics.**

- Understand how a candidate compares to existing team members.
- Predict changes to current team dynamics.
- Make an informed decision.