

Hire for today and tomorrow

3rd Quarter 2015 Manager Newsletter



If you're looking to add to your team, you might be inclined to choose a candidate who can hit the ground running. And there's nothing wrong with that approach. Just be sure to think about how each candidate on your short list will fit in with your organization in the long term, too.

It can help to consider:

Your interview questions. Will they be able to elicit the information you need to make the best decisions? Go over them before starting the process so you and your hiring team can identify any potential gaps.

Your goals for your team. Which candidate can best help your team meet its goals and commitments? Which one is most likely to fit into your team's culture?

Your organization's vision. It's possible that the person you hire might go on to work for your organization in another capacity. Depending on your environment, that could even be the ideal outcome. Is your top candidate's vision aligned with the organization as a whole?

Interests as well as skills. Where is each candidate's passion? If there's a good deal of overlap between interests and job duties, that can be a good indicator for high motivation.

References. Do the references reflect a perception that matches what the candidate presented during the interview process? If something feels different it might be worth looking into further.

Potential. Everyone has potential, so it's not a question of "if" but of "how". Which candidates are looking beyond the immediate future? Which might contribute solutions for your organization's challenges?

Team orientation. Does the candidate use words like "we" and "our team" a lot when talking about past successes?

Engagement. What questions did the candidate have for you? Is it clear the person is thinking about where he or she will fit in with your organization both right now and a few years down the road?

While you're looking for the best potential employee for right now, be sure to consider who'll also be the best candidate for the future. This approach can help keep your team's turnover low while morale and engagement run high.