

COMPLETED SEARCHES

CFO

PE backed Precision Products Industry

Senior HR Manager

Customized Packaging Manufacturer

Molding Manager

PE Funded Construction Products Industry

VM Infrastructure Leader

Access Controls Industry

Sales Engineer

Capital Equipment Manufacturer

COO

B2B Internet Products

Quality Supervisor

PE Infused Metal Stamper

Senior Accountant

Global Retail Holding Company

eCommerce Director

Business Products Manufacturer

Supply Chain Manager

VC Backed Medical Products Industry

DID YOU KNOW?

That average income raises in 2014 are 2%?

80+% of companies that are bringing work back to the USA have revenues under \$200M annually?

US golfers played 462 millions rounds of golf in 2013?

Nearly 43.5 million Americans are living in poverty (family of four income is \$23,624 or less)?

The median household income level in 2013 was \$51,939?

The US Government produced 9 billion pennies in 2014 at a cost of 1.6 cents each?

Since 2009 only the top 5% of income earners have had an increase (median incomes are down 4%)?

INTERVIEWING 101

Assessing talent is a skill that needs to be practiced. Hiring correctly is important and turnover is costly. Current estimates are that the cost to the company due to turnover is between one third (lower level) to twice (executive level) of an employee's annual salary. An interviewer needs to determine if there is a cultural fit, evaluate soft and hard skills, analyze how they are applied, understand career motivations, and measure work-life balance. The interview requires transcending from marketing the company and the opportunity to validate if the candidate will be successful to meet current and future performance expectations and deliverables. Here are a few questions you might want to consider that provide insight important to the evaluation process.

- **What is motivating you to make an employment change at this time?** This is an open ended question and one that may reveal the motivation and urgency to change employment; how the candidate views current boss and coworkers; and expectations that they might be seeking in their new employment.
- **What are your short and long term goals?** This is a two part question that most often gets a one part answer. Future goals are a common subject during job interviews and validates if a candidate has drive, focus, and the ability to plan ahead. A weak or non-answer may indicate the opposite.
- **When we do references, what will superiors and peers say is your greatest strength?** Different than asking "What is your greatest strength"; hopefully provide insight from others that the interviewer can then expand upon.
- **What are your weaknesses and how do you compensate for them?** Another two part question. We all have weaknesses. Presenting a weakness and explaining how the candidate overcomes the weakness or has converted it into a strength is what you are after.
- **Do you work better alone or as part of a team?** Candidates might say "both" but tend to work better one way or the other. Most positions require both but list more in one direction. Matching the behavior patterns to the requirements and work with data, material, and/or people is often critical to their success in the role.
- **Describe your best and worst boss?** Describing various bosses, assessing their strengths and weaknesses, and understanding how they responded may be insightful. Complaining about past employers is a red flag.
- **What are your hobbies and interests outside of business?** Ideal question to get to know the candidate outside of the business world and measure life-work balance. There may be parallels or disconnects that an employer would prefer to be aware of ahead of time.
- **Describe a past mistake that you learned from?** We have all had failures and learning from them is a critical part of career progression. Gaining insight on how the applicant responded to the mistake, corrected actions and then applied the learning experience to avoid repetition is helpful.
- **What contributions did you make at your last employer?** Understanding the situation and the action steps that were taken is the most valuable outcome. Not having any contributions or adding value is concerning.
- **Why should our company hire you?** Great question to end an interview. Three key ingredients for a candidate to evaluate are the company, culture, and role. The proactive candidate will have researched the business, asked insightful questions, and provided meaningful examples of experience and knowledge. This question will allow the applicant to articulate their assets and how they envision adding value in this role.