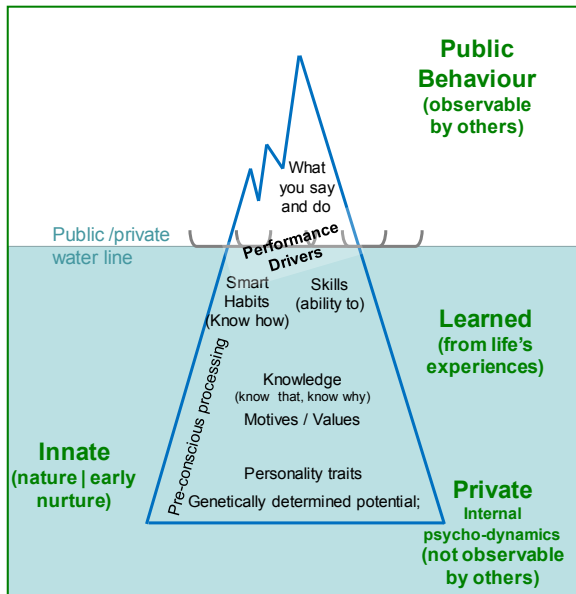


The Right Talent Iceberg Model



The “Iceberg” Model:

A Practical Tool For Use by Recruiters



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The Core Recruiting Problem

Usefully predicting performance on-the-job!

1. Recruiting is essentially a **prediction problem**

How well this candidate perform
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When the open role is well-defined,
in a well established organization,
the fit between a person's past behavior
as described on a resume
can help us determine
whether or not a candidate has behaved in ways
similar to the performance requirements of the open role
in past roles.

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new – has not existed for a period of time

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**Resume based recruiting
no longer
does the best possible job.**

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**Performance drivers are
the best tool to do this.**

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**How to they relate to personal characteristics
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What are performance drivers?

**How to they relate to personal characteristics
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**... which lands us squarely in the conundrums
of personality psychology**

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But we need a conceptual problem solving tool

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**That allows us to problem – solve
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- 1. Expressed in business (not psychological) language**

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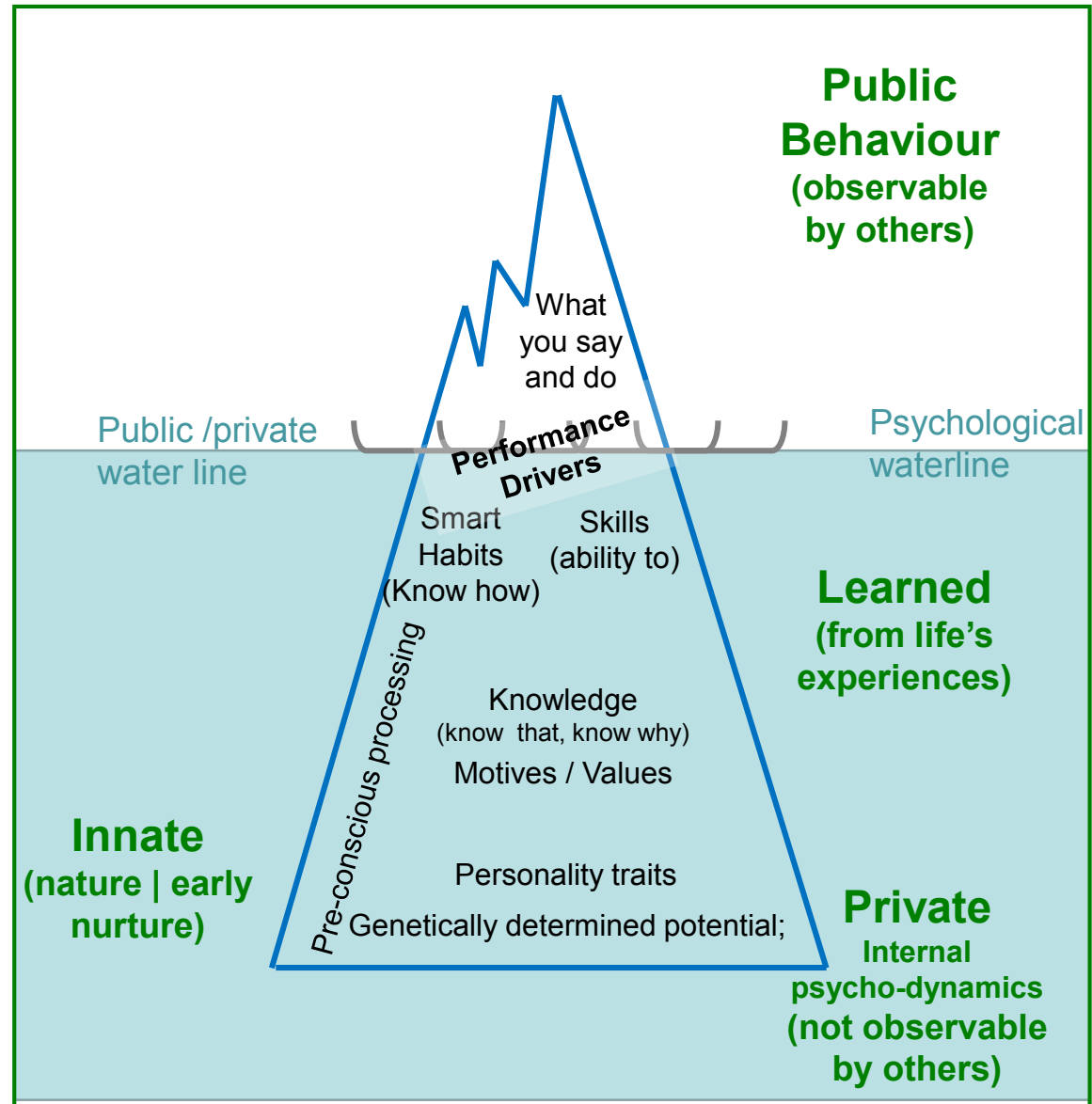
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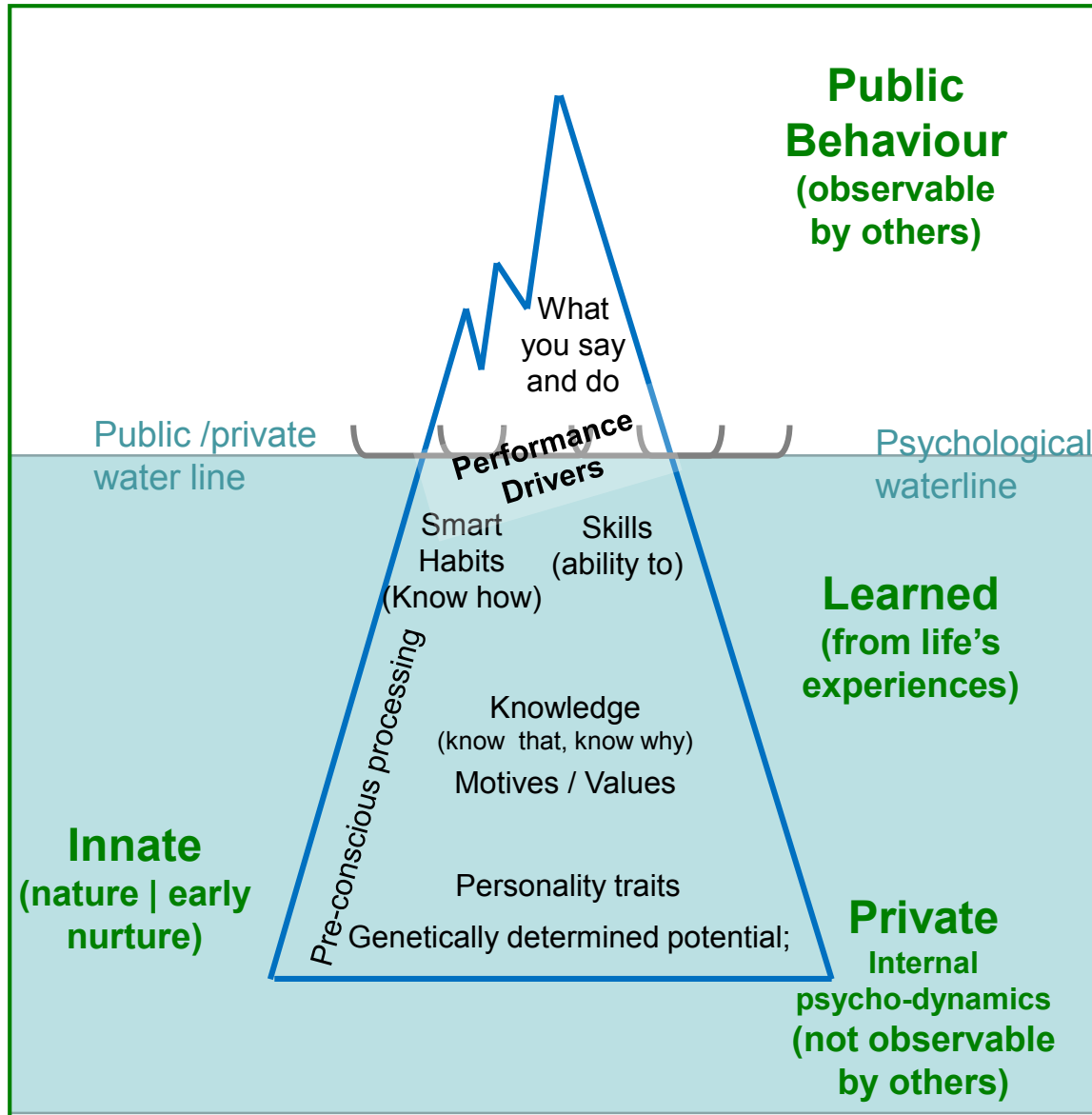
- 1. Expressed in business (not psychological) language**
- 2. Stated as behavior observable by others**
- 3. Useful as a pragmatic recruiting tool**
 - not a theory of personality**

The Right Talent Iceberg Model

The Tool

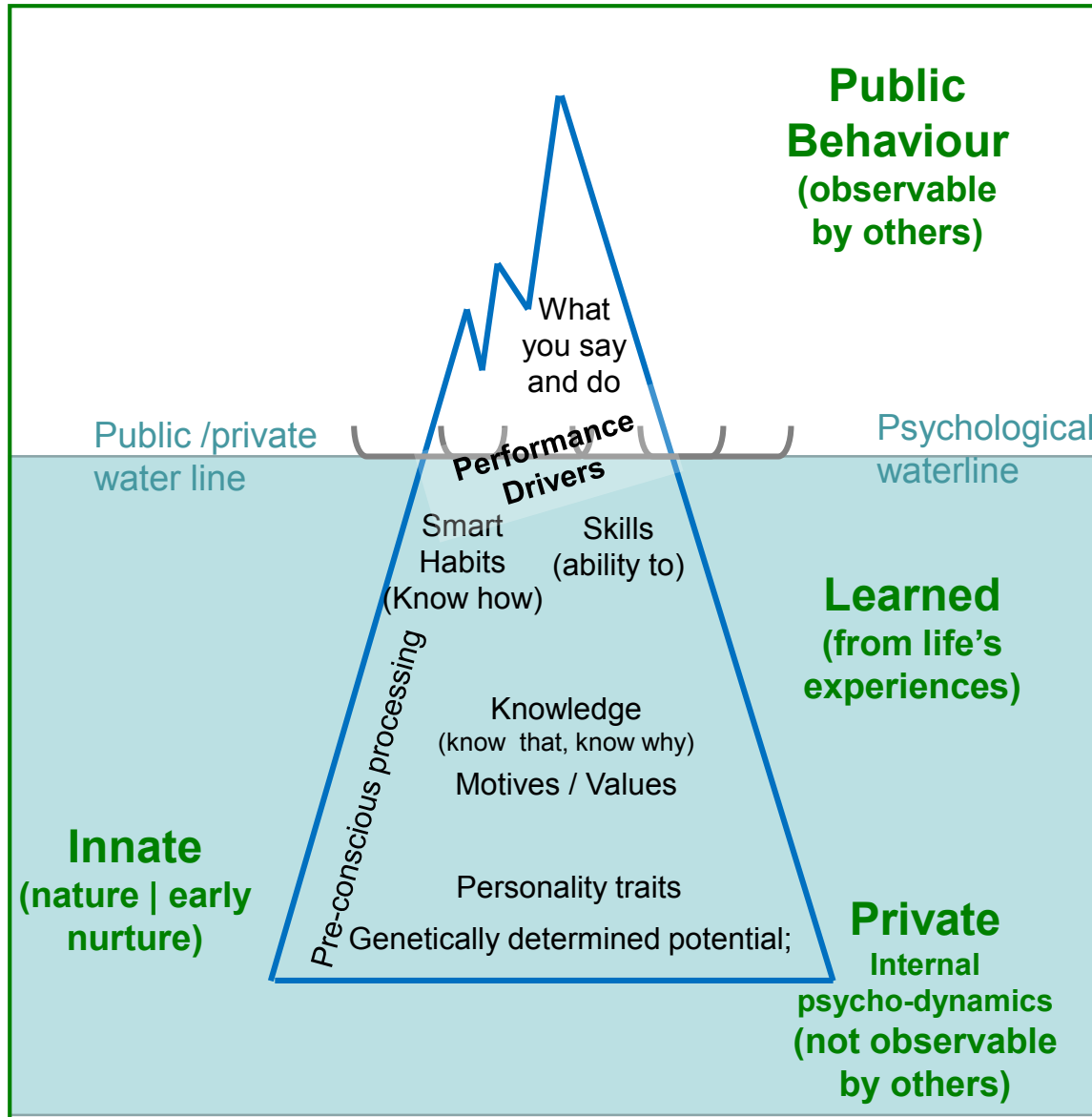


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The Performance Challenge Recruiter uses Roelf Woldring's Iceberg Model, and its related Performance Drivers, to do a **high value profile match** between a potential candidate and a role's performance requirements.

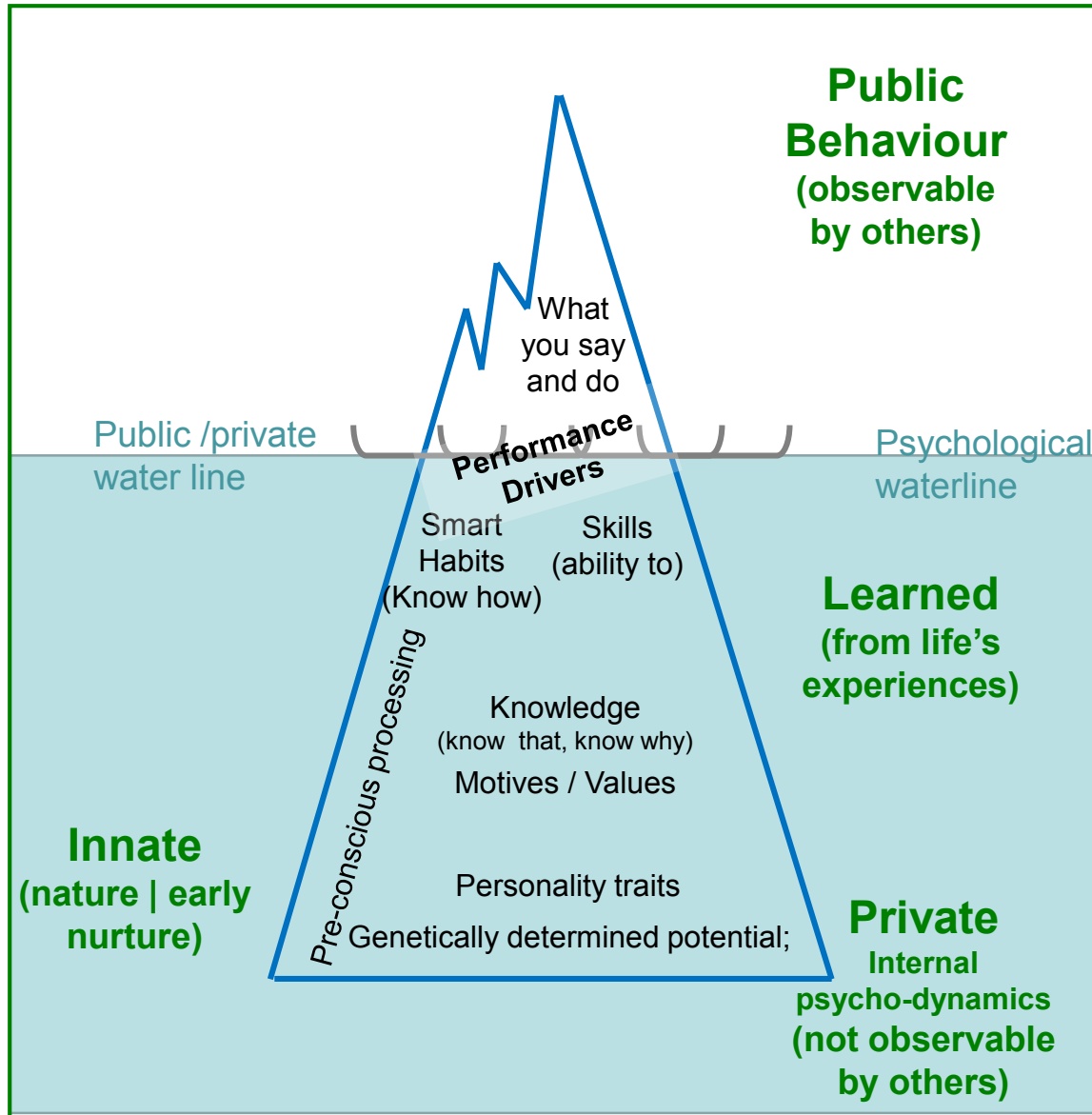
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The idea of an **'iceberg'** conveys the idea that we need to use what is visible (**public behavior**) in a way that usefully allows us to take into account all of the things that are 'hidden' below the **psychological 'waterline'**:

Internal psycho-dynamics

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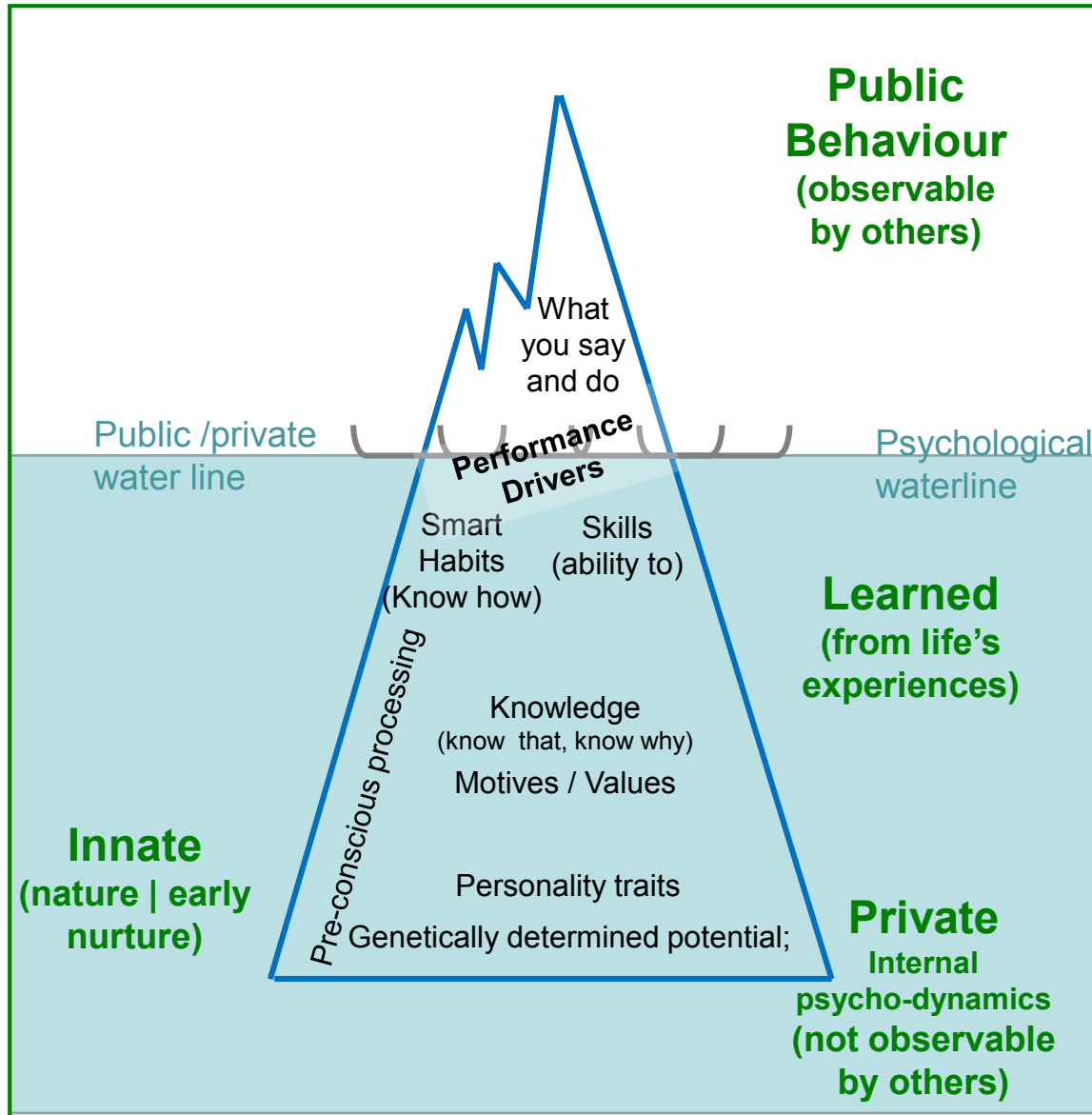


A person's performance in a role is 'driven' by a large variety of internal psychodynamics.

How many of internal factors drive performance is not readily apparent to the person or to the other people working with that person.

The way these factors interact 'inside' the person to produce performance is 'unobservable'.

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Performance drivers are a **conceptual 'bridge'** from a person's private, internal conscious, pre-conscious, and un-conscious psycho-dynamics to a person's 'public' behaviour.

They allow us as recruiters to talk about and to problem-solve making useful predictions about a candidate's potential performance on the job.

The Performance Challenge Recruiter

Find the talented people your organization needs to thrive, perhaps to even survive.



**People Perform On-the-Job,
not Resumes!**

- Coach Your Recruiters
- Find | Hire | Onboard Talented People

Explore your options in a no obligation discovery conversation.



Download your copy of Roelf Woldring's visual e-book:
**"Recruiting Realities:
How to Avoid Bad Hires"**

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- Or talk with Roelf about completing a recruiting assignment for a critical open, rapidly evolving, or transformative role in your organization [click](#) [Book](#)