



Resume Based Recruiting:

When it works

When it fails



© Roelf Woldring
The Performance Challenge Recruiter
roelf@the-right-talent.ca
1-416-427-1567

www.performance-challenge-recruiter.com

Predicting Candidate Performance Once Hired

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It simply makes sense for recruiters in well-established organizations to only consider candidates who have done similar work in the past.

It also is the reason that these recruiters are only responsible for final candidate selection for such defined roles.

Recruiters have nothing to say about how a person actually performs once they are hired.

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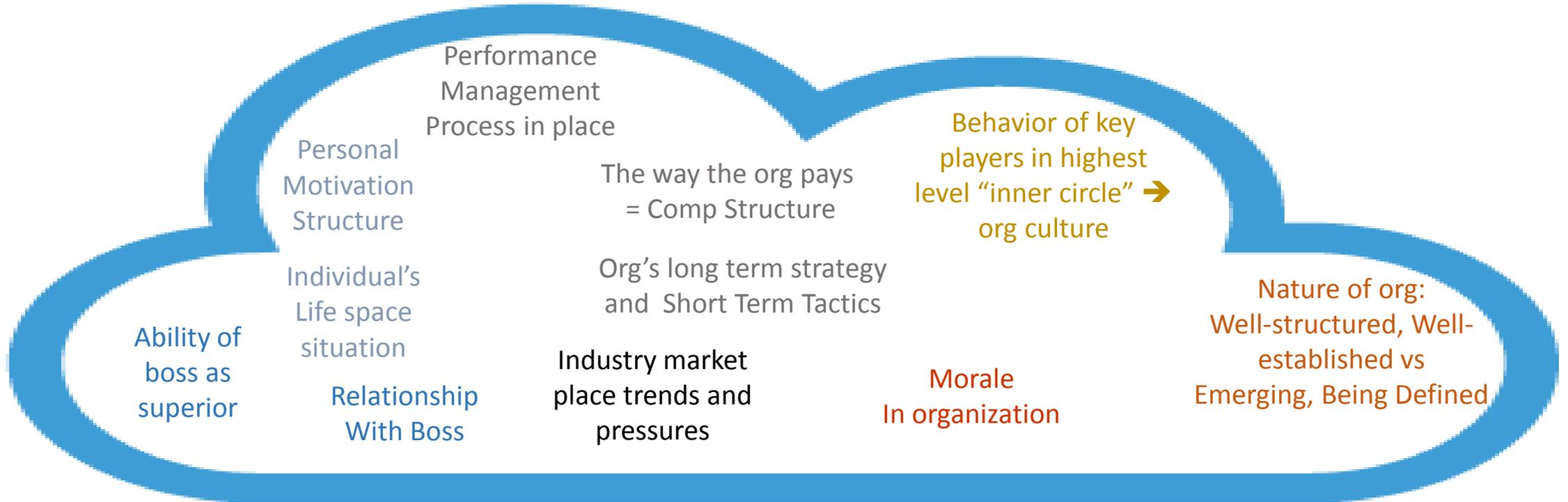
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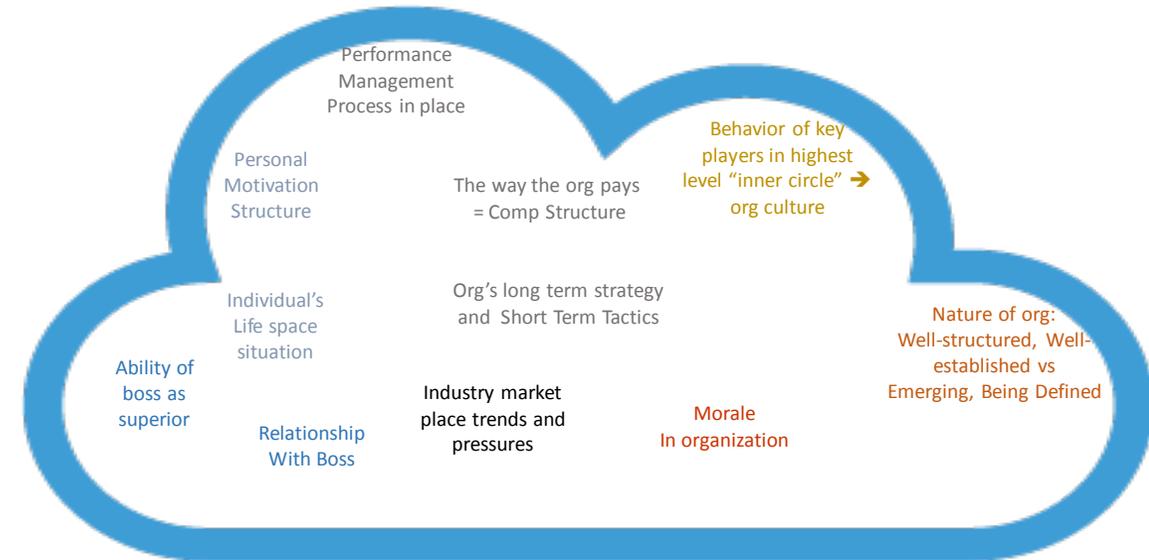


Conclusion:

Skill to Performance Fit may contribute to actual on-the-job performance, but all of the soft / other factors are even more important.

What determines a new hire's performance once the person is on the job?

All of these factors come into play once the person starts to work on the job.



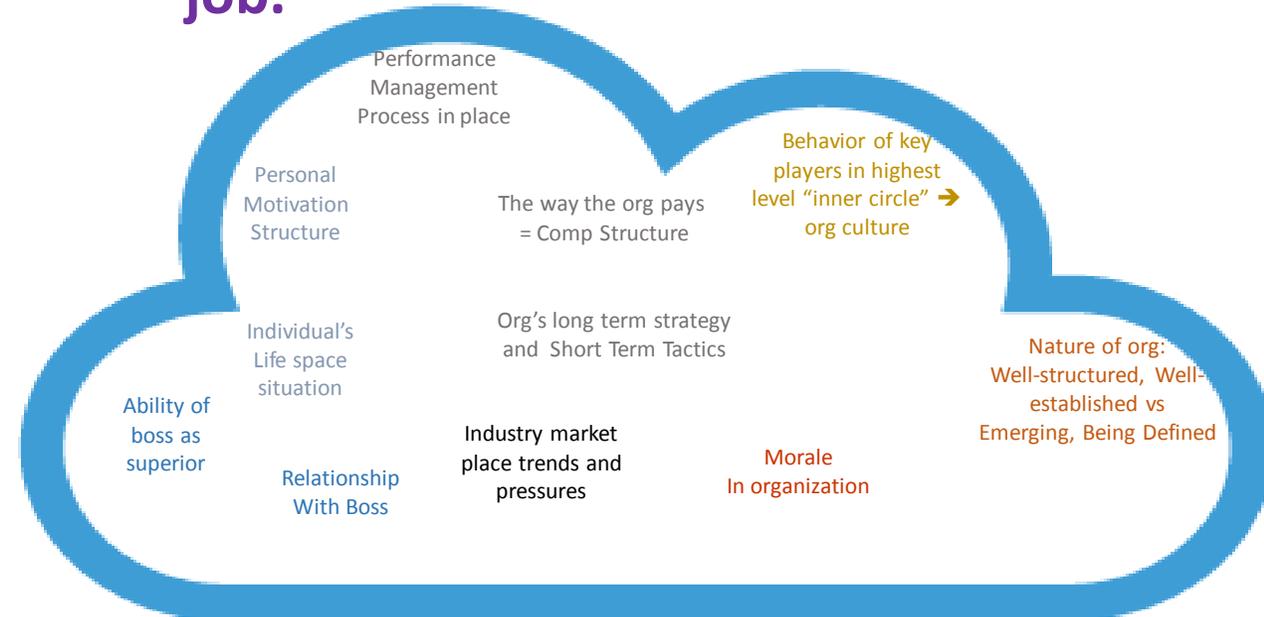
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Then Culture Fit ?

| | | First Performance Fit? | |
|---------------|-----|------------------------|--|
| | | NO | YES |
| Culture Fit ? | NO | | 1 |
| | YES | 2 |  |

During the recruiting process, the best a recruiter can do is make a **'prediction'** about how the person **MIGHT** perform on the job.

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The Performance Factor Cloud

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Transform all or part of the organization roles – where the new hire must fix | improve | upgrade the way things are done because they are currently delivering lower than needed levels of performance and are ‘broken’

The Performance Challenge Recruiting Process™

**is the best way for recruiters to make
useful predictions about final candidate
potential performance in such**

Open | Rapidly Evolving | Transformative Roles

The Performance Challenge Recruiting Process™

also works to make effective predictions

about final candidate potential performance

in well-defined roles

in well-established organizations.

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.

Book



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

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