

10 Steps to Making Better Hiring Decisions



Identify

1

Identify an open position & key stakeholders

It can be designed for outside candidates or internal personnel. Stakeholders are the hiring manager and other key personnel (2-4) who will interface with the new hire.



Reveal

2

Stakeholders complete 'self' behavioral assessment

Objective is to become familiar with themselves and the assessment dimensions/outputs.



Hiring Team

3

Stakeholders complete job analysis inputs

The perspective of each stakeholders are input to create a profile of the key behavioral and cognitive job role dimensions.



Synthesize

4

Stakeholder inputs reviewed

Hiring team compares, discusses and synthesizes inputs to create an aligned job role profile -assisted by an Imprint consultant.



Focus

5

Job posting updated

Modify to reflect new behavioral criteria based on collective inputs and revisions.



Understand

6

Candidates complete assessments

Candidates for the target job role complete the behavioral and cognitive assessments.



Priorities

7

Results are compared against target

Candidates are stack ranked based on their 'fit' vs. the job role profile criteria. Results are reviewed & discussed to establish a refined priority list for selection interviewing.



Use

8

Tailored interview guides

Based on each candidates 'fit score' vs. the target profile criteria- a tailored interview guide is generated with specific questions intended to probe areas of concern and strengths.



Multiple Inputs

9

Interviews conducted with select candidates

Best candidate is selected after review of the team interview notes, assessment data, development reports and discussion.



Ramp-up

10

On-Boarding

Coaching guides are generated and provided to hiring manager to accelerate the transition to the new role.