



The Metiss Group™
behavior experts at work

6 Tips For Making A Better Hire

The employment landscape has drastically changed over the last few years and has made the hiring process a crucial first step in and organizations growth. No longer do companies have the leisure of hiring on gut feel, underpaying top talent, and relying on the “wait and see” approach to success. With an unemployment rate of 3.8% (Bureau of Labor Statistics, April 5th, 2019), this truly is a candidate’s market. Organizations can no longer rely on candidates finding them, organizations need to have a detailed and thorough process to finding and attracting top talent. Here are six key tips for making your next hire a better one.

1. Define the role.

Not an earth shattering tip, I know. But, role definition comes in many forms these days. The traditional job description does a poor job helping the candidate understand everything that is expected out of the role they applied for. Thorough descriptions will list out critical activities, percentage of times for these activities, and prioritization of these activities. The last piece is most crucial for the candidate and the organization, listing out what success looks like. If someone was to do all of these activities well, what will the organization see as a result?

2. Define the Person

Much like each job is different, the person needed to do that job is equally different. Once the job definition is done, the task is only half over. Organizations who are successful in hiring the right people focus as much on getting the right person in the role as well as focus on define the role. Does the role require a task oriented person or people oriented person? Do they need to be a creative or analytic? These questions are key in defining the person. Our process uses multiple assessments to measure these traits to determine if this person will fit the role.

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3. Set a sourcing game plan

Sourcing for candidates has gotten much trickier with the diverse employment landscape. Job boards and ads are no longer enough to find the right people. The traditional avenues of posting are still used but the strategy is different. The Metiss Group encourages companies to post describing the person, not just the role in a job post. Here is a succinct, traditional post for a receptionist: We are looking for someone to answer phones, greet customers, schedule events, and respond to requests. Here is a spin: Do you know someone who answers calls with a smile, is inherently customer focused, can manage and prioritize multiple tasks, and responds quickly and efficiently to requests?

4. Effectively screen qualified candidates

Having the role and person defined leads to a set screening game plan. When you are screening candidates via email or phone, be sure to discuss your organizations Core Values and look for ways the candidate has lived them, discuss the detailed description with them and ensure clarity, and ask behavior based questions related to the role and person defined. This process works best when it is followed by all involved and screening roles are defined. Going into screens and interviews prepared and with documented questions makes for fruitful discussions.

5. Assess candidates

Pre-employment assessments are becoming best practice for organizations looking to make a strong hire. There are many different types of assessments created for assessing candidates, so making sure you understand the science behind them, what they measure, and how the results are interpreted is very important. Since The Metiss Group believes people are more than one dimension, we utilize four different sciences when we assess candidates to make sure we are helping our clients understand candidates as much as they can.

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6. Thoroughly On-board new hires

On-boarding a new hire does not end with paperwork. The hiring manager should spend time helping the new hire understand the role in depth (using the job definition!), discussing their behavior and communication style, and wrap with a three month development plan to make sure the new hire is getting up to speed as quickly as possible. These meetings go a long way to ensuring new hire success.

About The Metiss Group

We don't change the way our clients operate, we transform the way they think. As experts in behavioral science, we apply the scientific rigor of our proven process to your most important asset, your people. Our proven processes reinforce established principles and sophisticated business perspectives. The result is that the solutions we deploy are real, repeatable, and sustainable.

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