

The Select Advantage™ Process



Define		Screen		Analyze		Accelerate	
Activity	Details	Activity	Details	Activity	Details	Activity	Details
Job Activities & Define Scorecard	<ul style="list-style-type: none"> Accountabilities Priorities Time allocations Success factors 	Source & Review	<ul style="list-style-type: none"> Network Post online Review resumes 	Assess Soft Skills	<ul style="list-style-type: none"> Behaviors Culture fit Personal skills Critical Thinking 	On-boarding – Hiring Manager Debrief	<ul style="list-style-type: none"> Leadership assessment Results debrief Leadership coaching
Create Avatar	<ul style="list-style-type: none"> Behaviors Culture fit Personal skills 	Phone Screen	<ul style="list-style-type: none"> Confirm resume and job requirements Discuss salary Ask job-specific questions 	Compare	<ul style="list-style-type: none"> Candidate match to Avatar Identify additional areas to probe Determine candidate direction 	On-boarding – New Hire Debrief	<ul style="list-style-type: none"> Profile debrief Compare job to profile Individual coaching
Clarify Requirements	<ul style="list-style-type: none"> Experience Skills Education Salary 	Core Values Email Screen	<ul style="list-style-type: none"> Gauge responsiveness & follow-through Evaluate writing abilities Consider core value alignment 	Performance Checks	<ul style="list-style-type: none"> Focused, behavior-based questions Probe job fit gaps Understand leadership needs 	On-boarding – Joint Debrief & Scorecard Review	<ul style="list-style-type: none"> Review profiles comparison report Review scorecard
		First Interview	<ul style="list-style-type: none"> Ask behavior-based, job-related questions Probe work history Determine job fit 	Additional interviews	<ul style="list-style-type: none"> Focused, behavior-based questions Probe job fit gaps Follow up on performance check insights 		

*I finally realized, after working with The Metiss Group and following the selection process, that **hiring really doesn't have to be a crap shoot.***

– Ivan Brillhart, General Manager, Delaco Kastle Processing

The Power is in the Process • The Magic is in the Tools