

# HIRE with your HEAD

third  
edition



**Using Performance-Based Hiring<sup>sm</sup>  
to Build Great Teams**

**Lou Adler**

# Hire With Your Head Using Performance Based Hiring To

**Shortcut Edition**



## **Hire With Your Head Using Performance Based Hiring To:**

Hire With Your Head Lou Adler, 2012-06-12 Hire with Your Head Updated with new case studies and more coverage of the impact and importance of the Internet in the hiring process this indispensable guide has shown tens of thousands of managers and human resources professionals how to find the perfect candidate for any position Lou Adler's Performance based Hiring is more powerful than ever We have chosen Performance based Hiring because it's a comprehensive process it's behaviorally grounded managers and recruiters find it easy to use and it works Marshall Utterson Director Staffing AIG Enterprise Services LLC Everyone's looking for the perfect means to make effective hiring decisions A trained interviewer armed with the right tools is the best solution Performance based Hiring is a proven methodology to get these results John Ganley Vice President and Chief Talent Officer Quest Software Any staffing director that doesn't send all of their people through Performance based Hiring training is missing out on top talent plain and simple This should be the standard throughout the industry Dan Hilbert Recruiting Manager Valero Energy Corporation Performance based Hiring has been the most successful recruitment tool that we have added to our organization over the past few years In fact these tools have not only produced amazing outcomes in terms of selecting the best fit in an extremely tight labor market but with a level of success among our operations customers that I have rarely seen with other HR products Trudy Knoepke Campbell Director Workforce Planning HealthEast's Care System

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**SUMMARY - Hire With Your Head: Using Performance-Based Hiring To Build Great Teams By Lou Adler** Shortcut Edition, 2021-06-18 Our summary is short simple and pragmatic It allows you to have the essential ideas of a big book in less than 30 minutes By reading this summary you will learn how to recruit the most competent and motivated people to work in your company You will also learn that half of all hires are disappointing because recruiters don't know how to objectively evaluate candidates a good interview is not synonymous with job performance The best people are not always the ones you think they are to attract the best it is more important to offer

them serious career prospects than a good salary by recruiting on performance alone you will develop growth and diversity within your company The key to success for any company is to recruit the best performing employees Current recruiting methods do not meet this objective they are too expeditious and not objective enough Lou Adler a professional headhunter for the largest American companies offers you an efficient and systematic method performance based hiring process This method involves among other things distributing an attractive job ad knowing how to conduct an objective interview and evaluating candidates according to a unique performance grid So are you ready to get rid of your preconceived ideas and bad recruitment habits Buy now the summary of this book for the modest price of a cup of coffee     **SUMMARY** Edition Shortcut (author),1901     [Summary of Hire With Your Head - \[Review Keypoints and Take-aways\]](#) PenZen

Summaries,2022-11-28 The summary of Hire With Your Head Using Performance Based Hiring to Build Great Teams presented here include a short review of the book at the start followed by quick overview of main points and a list of important take aways at the end of the summary The Summary of The book Hire With Your Head from 2007 will cause you to reevaluate the wisdom of writing a generic job description that will only appeal to generic applicants Figure out when it is appropriate to act as a buyer and when it is appropriate to act as a seller in the HR market so that you can have your pick of qualified applicants Hire With Your Head will completely transform your hiring process because it rethinks the entire recruitment procedure from the advertisement to the interview Hire With Your Head summary includes the key points and important takeaways from the book Hire With Your Head by Lou Adler Disclaimer 1 This summary is meant to preview and not to substitute the original book 2 We recommend for in depth study purchase the excellent original book 3 In this summary key points are rewritten and recreated and no part text is directly taken or copied from original book 4 If original author publisher wants us to remove this summary please contact us at support mocktime com     **Hire With Your Head**

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objectives instead of emotions is invaluable A must read for every manager committed to hiring the best Louise Wannier President and Founder Enfish Technology Inc A primary issue facing all our CEO members is the finding and retaining of excellent key people The hiring effort needs serious attention and Lou Adler s strategies and techniques are systematic and effective His approach has helped many of our members Bill Williams President TEC an international organization of CEOs There is nothing more important to your success than hiring great people Nothing from Hire with Your Head When it comes to hiring particularly in today s competitive business arena it s important to remember that you re only as strong as your weakest link As such it s crucial you avoid recruiting links that may adversely affect your organization in any way Though there aren t any foolproof methods of knowing exactly how job candidates will work out there are precautionary measures you can take to eliminate from your list those who definitely won t Written by veteran headhunter Lou Adler this unique resource arms you with the tools necessary to sidestep potentially costly mistakes by judging more accurately who fits the bill and who doesn t Most managers understand the importance of hiring wisely but many fail to do so falling into the all too common trap of choosing prospective employees based solely on gut reaction As Adler points out this strategy while occasionally productive is often ineffectual First impressions based on emotions biases chemistry personality and stereotyping cause more hiring mistakes than any other single factor The key to dodging this pitfall is to use reason not emotion to guide your hiring decisions In this invaluable new guide Adler illustrates how to Hire with Your Head showing you how to focus more on candidate performance and less on your own impulses Covering the fundamentals of sound hiring including proper interviewing and assessment techniques he introduces his groundbreaking POWER Staffing System TM an innovative method developed to address all of the problems and inconsistencies typically involved in the hiring process Based on Adler s extensive experience as both a headhunter and an executive level manager this practical and easy to follow approach consists of five distinct steps Performance based job descriptions defining superior performance Objective evaluations conduct a complete objective assessment with only four questions Well developed sourcing plans you need to see top people to hire top people Emotional control overcoming emotional reactions and remaining objective Recruiting effectiveness negotiating and closing an offer on your terms Packed with a wealth of invaluable tips and helpful exercises as well as useful checklists and revealing benchmarks Hire with Your Head is an indispensable hands on guide every manager can use to attain hiring success

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## **Hire With Your Head Using Performance Based Hiring To** Book Review: Unveiling the Magic of Language

In an electronic era where connections and knowledge reign supreme, the enchanting power of language has been apparent than ever. Its power to stir emotions, provoke thought, and instigate transformation is really remarkable. This extraordinary book, aptly titled "**Hire With Your Head Using Performance Based Hiring To**," compiled by a highly acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound impact on our existence. Throughout this critique, we shall delve into the book's central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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