How to Identify the Right Candidate for the Job
-by Dr. Shero

"That's part of our problem right there. We don't have any Implementers."

I was sitting with the president reviewing graphs of his managers. Most of the sections around the group wheel had at least one employee in them: a couple of Conductors, a Promoter, several each in the Supporters, Coordinators, and Analyzers. But no Implementers.

That mixture of profiles was contributing to a dynamic where the more dominant personalities threw out (and discussed) a lot of ideas, and the rest of the group sat waiting for a decision to be made that they could execute. With no Implementers in the group, the gap between creation and execution was difficult to cross, leaving the Conductors to do it all themselves until they ran out of bandwidth and dropped the new idea.

Knowing what to look for

When you get ready to hire, don't underestimate the importance of knowing what you are looking for. I've known some companies to post a position online with only a job title—not even a full job description. But a job description is only the beginning of defining the criteria for success.

In our work with companies who want to improve their success at hiring, we walk through a Position Planning Form to help them avoid hiring mistakes that come from skipping steps. One of those critical steps is defining the behavioral profile most likely to succeed in the job.

Consider these preventable mis-matches. Would you hire an auditor who was not detail-focused or a salesperson who scored low on drive and initiative? When you know what job-related traits you are looking for, it is much easier to recognize them when you interview an applicant.

Can you do that?

Some employers have been mistakenly told that they cannot use a "personality" assessment for hiring. That is true if you are screening applicants based on your subjective preferences. But there is a better way. Our proprietary process is fully EEOC compliant because we define the behavioral model in advance and then compare candidates to that model. The result is more satisfied employees (because they fit the job) and better performance.

When DISC is combined with a module that measures a candidate's Driving Forces (or motivators), the model is 84% predictive of job success and satisfaction. That gives you the objective insights to choose the best candidate for the job—not just the one everyone liked in the interview.

You're not done until they're Onboard

Business leaders are recognizing the importance of onboarding or assimilating new hires into the organization. Onboarding is the bridge between hiring and performing. But most onboarding processes I've seen excel at the task-related parts of the job and fall short on building relationships that are essential for success.

Adding the DISC assessment to your hiring process gives you insights into your new hire on day one. Clients love the ability to surface potential issues during the onboarding phase based on what the learned from the DISC report. And new hires report greater confidence from understanding their boss when reports are shared. We recommend using DISC in the onboarding process to build trust, instill confidence, and open channels of communication.

You may have thought of DISC as just a team-building tool. While it is excellent choice for teams, I hope this article has helped you see how valuable the DISC can be for building a behavior-based job model, assessing candidates, and successfully onboarding them into your organization.

Why not test drive the DISC for free today? If you are in a hiring cycle right now, give us a call or an email, and we'll show you how to leverage DISC to more confidently make hiring decisions.

Afterword:
hireMAX has developed expertise in distributing and applying assessments from multiple developers. The version of DISC we recommend has the highest accuracy rating in the industry. Because we represent more than one developer, we can customize solutions to your needs and always give you the tool that is right for your organization.