

## HIRING FOR CHARACTER & COMPETENCE

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Building a great organization starts with hiring the right people. Successful hiring managers focus not just on the skill and knowledge (competence) of a candidate, but also on the attitude and values-based behaviors (character) of the candidate.

This practical training will help highlight the benefits of hiring for character and competence. You will leave with a better understanding of the concept of character and how to identify character strengths and weaknesses that will determine job fit and performance level. You will learn to evaluate the specific skills needed for each position and then clearly communicate what qualities you are seeking for the role. Finally you will learn a process of creating and executing an effective interview that will foster better hiring decisions.

### YOU WILL LEARN HOW TO:

- Communicate your company's core values throughout the recruiting and hiring process
- Define what character means in your organization and set standards for daily work behaviors
- Identify character qualities needed for specific job roles
- Create a hiring strategy that will improve quality of hires
- Create interview questions to guide the interview session
- Ask interview questions effectively to get the information you need
- Utilize a unique approach to assessing a candidate's character during the interview
- Utilize sixteen hiring tools to improve your hiring strategy

Training includes follow-up by a Strata Account Executive who can provide support and information. Other training topics that complement this course include: "Generational Differences at Work" and "Communication & Listening Skills."



### COURSE OUTLINE:

1. The role of character in your organization
2. Building a hiring strategy
3. Identifying new hire qualities
4. Recruiting tactics