

Some True Stories About Heroes



Lou Adler

Founder
Performance-based Hiring

Your Stories





Find and place the best talent possible for any role



Build a high-performing agile organization



Convert the recruiting function into a strategic asset



Develop and manage a high-performing team that can handle any challenge

Use the Phone Screen to Hire With the End in Mind!

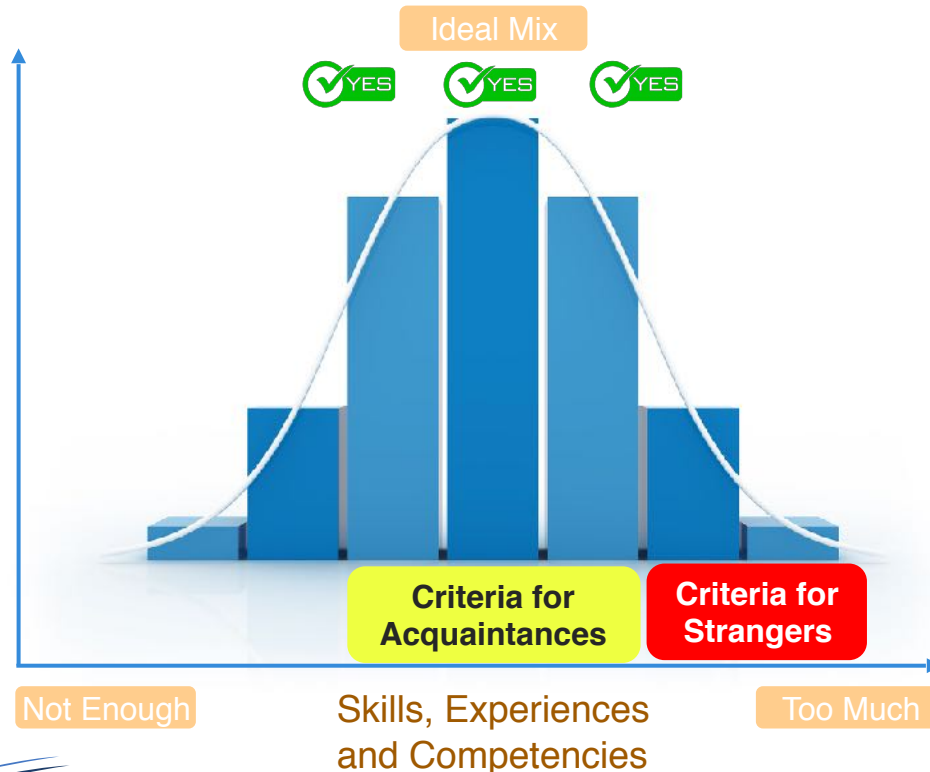
Everyone Agrees a Year Later It Was the Right Decision

Great Hire

Success Criteria

Delivers
Collaborates
Leads
Satisfied
Stays
AND
Hirable

Not So Great



The Mix Matters

“The strongest people typically have a different mix of skills, experiences and competencies than listed on the job description.”

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...the Phone Screen Determines the Quality of the People Seen and Hired



	Real Bad	Poor	Adequate	Decent	Good	Great
# of Phone Screens Needed for One Great Candidate	More than 15 means the process is out of control.	10-15 means there's something big amiss.	8-10 means a lot of wasted effort.	6-7 means weak sourcing or lack of process.	4-5 is okay but more than needed.	Just 2-3 is all you really need!

Critical Phone Screen Metrics

How many candidates are needed to make one great hire?



Candidate Development

Source semi-finalists: Yes – Yes – Yes!



Funnel Conversion Rates

No “NOs” – 50% into prospects and referrals.



Phone Screen Feedback

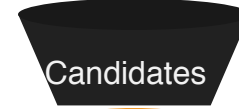
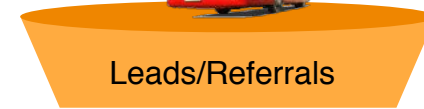
4-5 → One hire. Stop if first 1-2 aren't hireable.



Take \$\$ Off the Table to Proceed

Recruit on gaps and growth.

Source 12-15 Semi-finalists



Hire

ATTRACT!
Max Quality Of Hire

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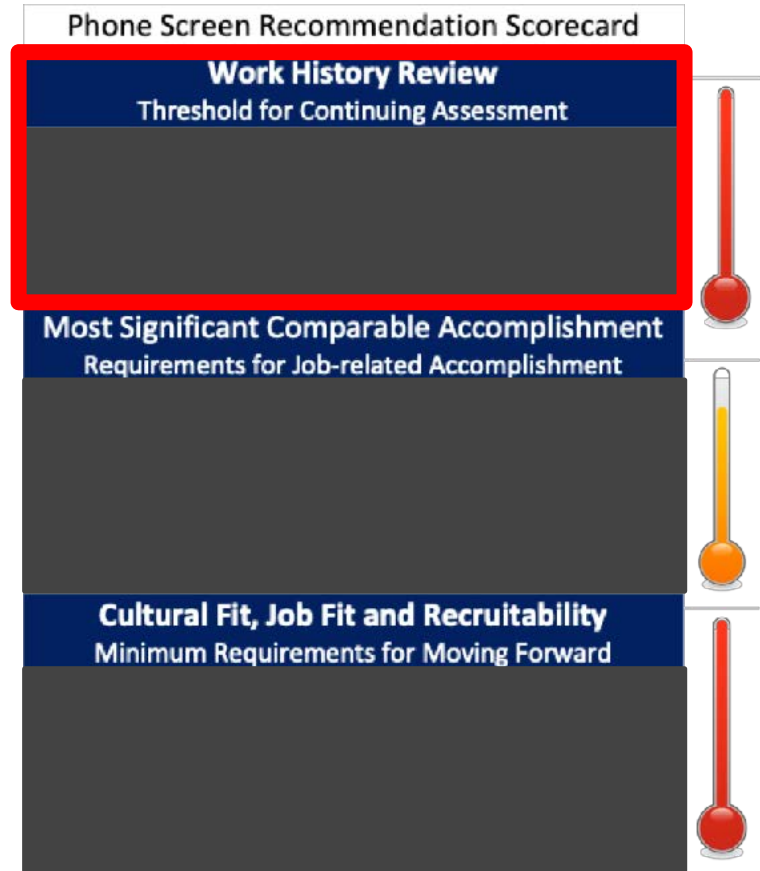
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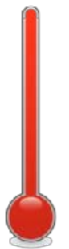
Step 2: The MSA Question



The biggest challenge for this job is _____.

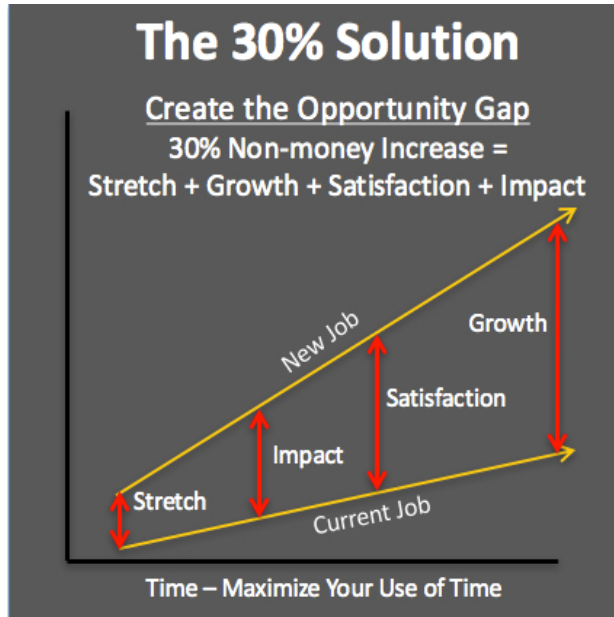
What have you accomplished that's most related?

Phone Screen Recommendation Scorecard	
Work History Review	
Threshold for Continuing Assessment	
General Fit for Open Role	Strong fit with good track record.
Team Skills and Impact	Growing role and impact.
Achiever Pattern and Growth Trend	Upward trend and recognition for exceptional work.
Most Significant Comparable Accomplishment	
Requirements for Job-related Accomplishment	
Cultural Fit, Job Fit and Recruitability	
Minimum Requirements for Moving Forward	



Critical Phone Screen Metrics

4-5 Recommendations → One Great Hire

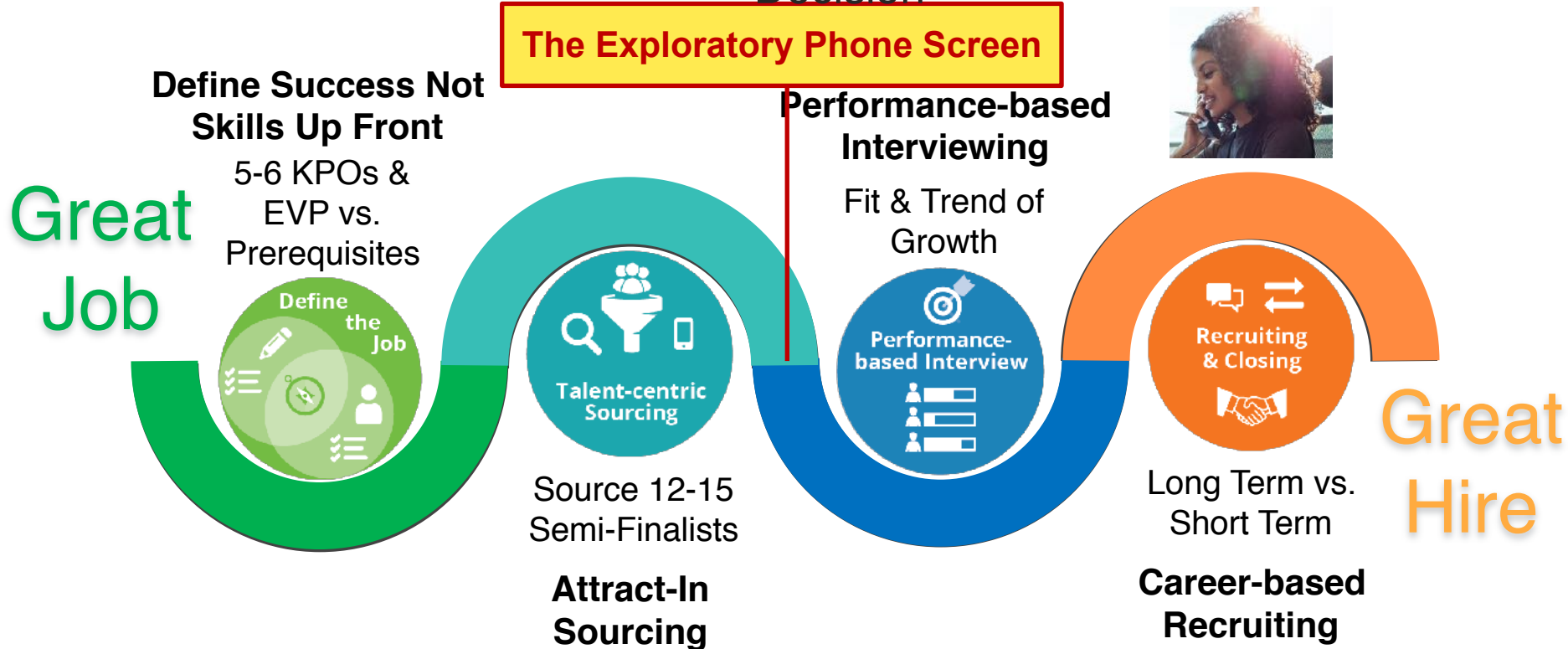


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Most Significant Comparable Accomplishment	
Requirements for Job-related Accomplishment	
Comparability of Accomplishments	Accomplishment is a strong match.
Organizational and "Soft Skills"	Strong organizing skills. Meets goals.
Problem-solving and Thinking Skills	Has successfully handled similar problems.
Cultural Fit, Job Fit and Recruitability	
Minimum Requirements for Moving Forward	



The Performance-based Hiring Integrated Process

Everyone Agrees a Year Later It Was the Right Decision





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