

HIRING FOR ATTITUDE

As you make hiring decisions you probably consider the experience, education, training, knowledge, certifications and references of candidates. But, do you consider how they will fit into your work environment? Failure to do so may contribute to an unhappy working relationship, performance issues, complaints and increased employee turnover.

Is your work environment one where you like to make the business decisions? Is your work environment one where you want input before final business decisions are made? Is your work environment one where a different answer applies to different functions and positions? These questions are not being asked about healthcare and clinical functional subjects where a person's profession, training and certifications control, but about business functional and interrelationship attitudes.

Some of the applicants' workplace attitudes you might want to consider at hire include:

- How they handle disagreements or complaints with other employees and management?
- How they respond to change, criticism, direction or the need to improve their work performance?
- How they expect to be compensated and/or rewarded at hire and in the future?
- How flexible they are to meet changing business needs?

What if you had a series of questions and follow-up questions custom designed to meet your hiring objectives, and you or your staff were trained to ask the questions and evaluate the responses? What if forms to support the process were provided?

Hiring for AttitudeSM uses structured interviews and integrates with your current selection tools to help determine whether candidates will be a fit in your work environment based on their attitude about the workplace and workplace processes.

If you would like more information, please contact Marc Goldberg, J.D., CBM, SPHR, Consulting Principal, SuMa Partners, Ltd. (Inc.) at 800-759-7057 or marc@sumapartners.com.