

## Do You Often Think 'There Has to be a Better Way to Hire the Right People?'

Or, Where Can I Find a System that Sorts 'A' Class Salespeople from the Multitudes? A System That Cuts Time Spent on the Hiring Process by 80% or More. ...And Helps to Establish Which Candidates Are Likely to Meet Expectations... Before I Interview...

This is not for you if you have a consistent, measured system to assess candidates. Or if you love the recruiting process, going through loads of resumes, interviewing lots of people and then waiting to see if the person meets targets after a set period.

This *is* for you if you are fed up and frustrated with your current hiring method or recruiting model or employ because you have no more time to look and the candidate selected *seems* to be capable.

And, if you have a good eye for hiring the right people, but there is room for improvement. *You want a way to develop your 'good' system into a 'great' system.*

Skills can be learned. But you cannot see just by looking at a resume:

Self-initiative, Resilience, Optimism, Determination, Self-Motivation, Problem-Solving Skills or Emotions – all of this is 80% - 90% below the surface

Even at an interview, you will only get 10% - 20% of the person and being the part of them they want you to see.

One of our accounting clients struggled to find accountants who were unique problem solvers. The owner of the company loved selling but was constantly called back into the office to solve client tax problems that staff who were employed to do so, could not.

Working with us, she found eight great people, an 'A' team, including a BDM, who consistently brought in leads and the business increased turnover by \$1 million and tripled profits. Much more than this, it allowed the owner to do what she really loved.

You don't need to spend hours on the recruiting process. What you once tried to do through trial and error is now obsolete. There is a process enabling you to sort the 'A' class people from the multitudes, making your selection right every time.

Today, we are pleased to announce that the SelectHire Platform is available to provide more certainty every time you hire.

### Take the headache out of recruiting with three simple and easy steps:

- Access the SelectHire platform via website link
- Add in delegates name, email address, select preferred role from drop down box and hit submit
- Once candidate has completed the survey, receive comparison reports and decide whether to interview

Example candidate reports:

#### Champion / Candidate Comparison



Date	12 Feb 2019	SIGNATURE STRENGTHS (sub Conscious)	Ideal P.A.	Candidate A
Strength Indicators	Description-	Rec3ap	DENps1	
Productivity /AD	An innate ability to consistently complete steps, processes, systems	8.5	8	
BP/SP	Big Picture or Small Picture View	Big Picture	Big Picture	
Externally Referenced or Internally Referenced	Focused on Feedback or Intuitive Decision maker	IR: Intuitive	ER: Team Player	
Income before 12	Earned income before age 12	No	No	
Long Term and Short Term Challenges	The ability to handle challenges in life	9	5.5	
Long Term and Short Term good events	The attitude to good events in life	9	7.5	
<b>Optimism</b>	<b>Overall levels of Optimism (The difference between motivation and procrastination; super sales or 'being busy') The GOOD NEWS is that Optimism can be learned!</b>	<b>8</b>	<b>1</b>	
Dominant Communication Style	Kinesthetics interpret the world through emotion (often high highs and low lows). Auditory people prefer to communicate via words, phrases and stories. Often enjoy talking (rather than listening)....	K:4 A:10 V:6	K:10 A:10 V:2	
Top 5 Strengths	Working on 'Strengths' can guarantee results. Understanding strengths, where there is potential for conflict, where team members fit and can support each other is vital for motivation and harmony.	A: 10 GE: 9 CE: 9 AD: 8.5 Optimism: 8	A: 10 K: 10 AD: 8 GE: 7.5 CE: 5.5	
Overall score out of 100	Important score depending on the role within the organisation	80	67	

#### Champion / Candidate Comparison



Date	12 Feb 2019	SIGNATURE STRENGTHS (sub Conscious)	Ideal P.A.	Candidate B
Strength Indicators	Description-	Rec3ap	DENps2	
Productivity /AD	An innate ability to consistently complete steps, processes, systems	8.5	10	
BP/SP	Big Picture or Small Picture View	Big Picture	Big Picture	
Externally Referenced or Internally Referenced	Focused on Feedback or Intuitive Decision maker	IR: Intuitive	IR: Intuitive	
Income before 12	Earned income before age 12	No	No	
Long Term and Short Term Challenges	The ability to handle challenges in life	9	8	
Long Term and Short Term good events	The attitude to good events in life	9	7	
<b>Optimism</b>	<b>Overall levels of Optimism (The difference between motivation and procrastination; super sales or 'being busy') The GOOD NEWS is that Optimism can be learned!</b>	<b>8</b>	<b>6</b>	
Dominant Communication Style	Kinesthetics interpret the world through emotion (often high highs and low lows). Auditory people prefer to communicate via words, phrases and stories. Often enjoy talking (rather than listening)....	K:4 A:10 V:6	K:10 A:10 V:8	
Top 5 Strengths	Working on 'Strengths' can guarantee results. Understanding strengths, where there is potential for conflict, where team members fit and can support each other is vital for motivation and harmony.	A: 10 GE: 9 CE: 9 AD: 8.5 Optimism: 8	A: 10 K: 10 AD: 10 V: 8 CE: 8	
Overall score out of 100	Important score depending on the role within the organisation	80	80	

Take the emotion and guesswork out of the equation and hire with more certainty by comparing candidate scores against champion role models. If they match, or exceed scores, then invite them for an interview. If not, keep looking.

Decide what strengths you consider to be essential ‘must haves’ for the role. E.g.

Ideal person for the role:	“Must have”
Growth mindset, highly optimistic, someone that can look at challenges and focus on finding the right solutions	High Optimism scores
High work ethics, consistent high productivity. Can look at the outcome and create steps to achieve. We want results	High Productivity Scores
A great communicator. Someone that can connect with people at all levels	Balanced communication
Someone that will listen to clients; take into consideration their needs and provide solutions based on this, rather than what they think the client should have	Externally Referenced, Auditory
High attention to detail and accuracy	Small Picture
Lots of self- initiative. Someone that will be accountable and take responsibility	Answers “Yes” to Income before 12 years

Determine what subconscious strengths are non-negotiable for the role. For example, it is crucial for salespeople to have scores that are high in optimism, productivity, long and short-term challenges, and long and short-term good events. Likewise, if they are responsible for making cold calls, then a low kinesthetic score is a must. (High kinesthetics feel the pain of rejection and may not make the calls.)

The 80/20 rule establishes that 20% of people in any business environment are carrying the rest. What if you could turn this statistic around? This would benefit those people who are achieving excellent outcomes. By placing greater emphasis on character, you will find staff who will deliver the best results for your organisation, regardless of any incentive to do so. The right people don’t need to be closely managed. They are self-motivated to achieve great results because, at a deeper level, it is who they are.

Recruit the right people who will ensure your business growth. People who are in the top 20% of the population in terms of the right attitude, and who possess high levels of courage and resilience.

What you see at an interview, isn’t necessarily what you get!

Do you have great salespeople? What if they leave? What if you had a benchmark of their success traits to compare candidates against?

Check candidate scores with your best people scores. If they match or exceed, interview. If not, keep looking.

The SelectHire Platform is an efficient, inhouse, cost effective recruiting system to suit any budget.

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