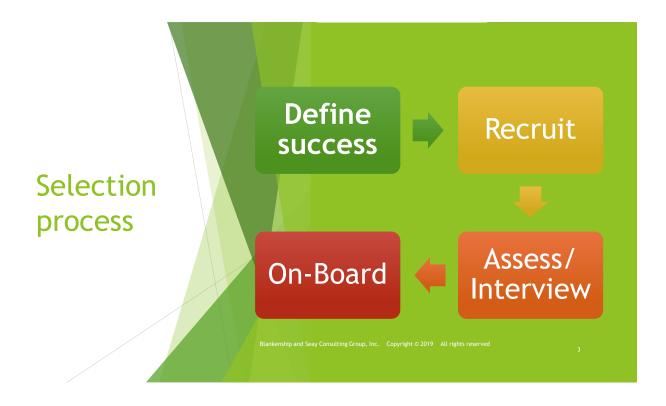
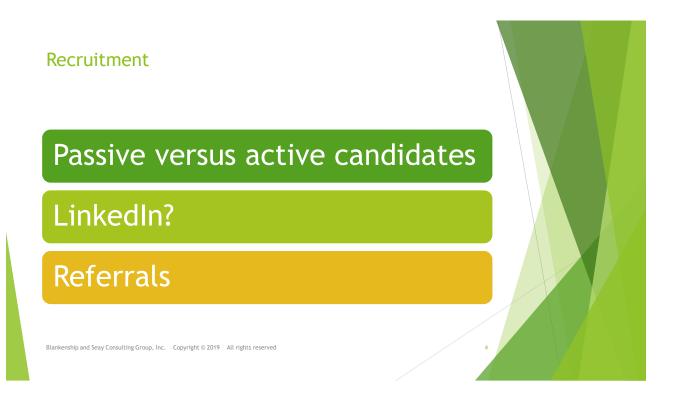


Blankenship & Seay Consulting Group
Duncan Hulsey, Ph.D.
January 23, 2020



Why is it so hard to hire the right person?





#### Assessment approaches

## STRUCTURED INTERVIEW

## **ABILITY TESTING**

## PERSONALITY TESTING

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#### Interview skills

#### Bad interview

- Interviewer does all the talking
- ► Interview is rushed
- Interviewer does too much selling

#### Good interview

- ► A conversation
- Interviewer:
  - ►Is transparent
  - ▶Prepared
  - ► Takes notes

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### Interview approaches

- ► Group interview
- Submit questions ahead of time?
- ► Include a diverse group of employees to conduct the interview

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Benefits of Personality
Testing

Use of objective criteria

Can force a discussion of important traits

Uncovering of undesirable behaviors

Comparison of candidates across scales

Benchmark against normative samples







#### What Kind of Mindset Do You Have?



I can learn anything I want to.
When I'm frustrated, I persevere.
I want to challenge myself.
When I fail, I learn.
Tell me I try hard.
If you succeed, I'm inspired.
My effort and attitude determine everything.

Fixed Mindset

I'm either good at it, or I'm not. When I'm frustrated, I give up. I don't like to be challenged. When I fail, I'm no good. Tell me I'm smart. If you succeed, I feel threatened. My abilities determine everything.

Created by: Reid Wilson @wayfarinenath @ @ @ G Icon from: thenounproject.c

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Problems with personality assessments

Issues with faking

Use of non-work related scales can cause multiple issues

Lack of expertise for interpretation

#### Trends in hiring

## Al and Chatbots

Video interview submissions

## **Simulations**

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# Summary of best practices

Find passive candidates

Determine competencies

Use multiple assessment methods

Hire slow, first fast





