

AVOIDING BAD HIRES WITH BEHAVIOURAL ASSESSMENTS

The war for talent is not over, considering that there is a surplus of talent available in the marketplace.

When candidates have similar skill traits and experience, the choice of which candidate to hire is very often predicated on emotional preferences or gut feel. Such an incomplete hiring process can often lead to disaster.

However, having your best talent undertake a Drake P3 assessment to use as a benchmark for the position prior to starting the hiring process, and then evaluating candidates against the profile adds a crucial step to the hiring process which will mitigate a huge percentage of hiring failures.

In addition to this step, each report generated creates Behavioural Descriptive Interviewing questions that can be used to help validate traits specific to the work environment and the desired company behaviours.

A case in point:

Recently a client in the banking industry used the Drake P3 assessment tool to help with their hiring decisions. The client was looking at candidates for their loan review area and built a composite profile for the ideal candidate based on their existing star performers.

The Drake P3 showed that one applicant was extremely introverted. The composite profile of successful loan officers showed they should be somewhat extroverted. Based on their degree of introversion the candidate would have struggled in the job. This insight helped our client choose another candidate who matched the composite profile who had a better chance of doing well in the bank.

On another occasion the candidate looked like a really good fit. They fit in all the boxes of the profile except for one and that one was conformity. So

this was explored as part of the interview process.

It was discovered that the candidate was a big picture thinker and not particularly good at the detail. Unsurprisingly, it turned out they'd had problems with the paper work in previous jobs. In the loan business getting the paper work right is paramount — therefore the client did the candidate a favour and saved themselves a headache by not hiring them.

Making a bad hiring decision is very costly and making the time to get the right people is essential. One of the ways organizations can differentiate themselves from their competitors is by having better people. Drake can help find those people.

