



## **Hiring Questions that Really Work** ***Show not Tell!***

When you are planning an important hire, you need to put some effort into coming up with right questions that will help you separate the top performers from the average. Think about what critical skills and critical behaviors are needed for success in the job and with your company. Develop a list of questions and demonstrations you want to evaluate and have each candidate respond. That way you will have a good comparison.

If working overtime is a key requirement, don't just ask "are you willing to work overtime?" Ask instead, "how have you handled the workload when you can't get everything done in a normal 8 hour day?"

If you are looking to hire a sales person, ask them to demonstrate some of their selling skills. For example, "please role play making a phone call to a prospect to get an appointment" Or, if you want to learn how they overcome sales objections, have them role play how they would sell a product or service they are familiar with while you play the prospective buyer. Then when they ask for the sale, put a couple of objections in their way to see how they handle it.

The more you can learn about what a candidate will do when they work for you from demonstrated behavior, the more likely you will pick a top performer!

To learn more about hiring and developing talent, listen to our latest webcast on getting the Right People in the Right Seats by clicking the link below or calling 781.837.3276 <http://www.growthstrategypartners.com/about/resources.asp>