

# HIRE with your HEAD

third  
edition



**Using Performance-Based Hiring<sup>sm</sup>  
to Build Great Teams**

**Lou Adler**

# Hire With Your Head Using Performance Based Hiring To

**Siddappa N.Byrareddy**



## **Hire With Your Head Using Performance Based Hiring To:**

*Hire With Your Head* Lou Adler, 2012-06-12 Hire with Your Head Updated with new case studies and more coverage of the impact and importance of the Internet in the hiring process this indispensable guide has shown tens of thousands of managers and human resources professionals how to find the perfect candidate for any position Lou Adler's Performance based Hiring is more powerful than ever We have chosen Performance based Hiring because it's a comprehensive process it's behaviorally grounded managers and recruiters find it easy to use and it works Marshall Utterson Director Staffing AIG Enterprise Services LLC Everyone's looking for the perfect means to make effective hiring decisions A trained interviewer armed with the right tools is the best solution Performance based Hiring is a proven methodology to get these results John Ganley Vice President and Chief Talent Officer Quest Software Any staffing director that doesn't send all of their people through Performance based Hiring training is missing out on top talent plain and simple This should be the standard throughout the industry Dan Hilbert Recruiting Manager Valero Energy Corporation Performance based Hiring has been the most successful recruitment tool that we have added to our organization over the past few years In fact these tools have not only produced amazing outcomes in terms of selecting the best fit in an extremely tight labor market but with a level of success among our operations customers that I have rarely seen with other HR products Trudy Knoepke Campbell Director Workforce Planning HealthEast's Care System

**Hire With Your Head** Lou Adler, 2021-09-16 Discover the secrets of one of the world's leading talent acquisition experts In the newly revised Fourth Edition of *Hire With Your Head Using Performance Based Hiring to Build Great Teams* influential recruiting and hiring expert Lou Adler delivers a practical guide to consistently identifying and hiring the best people and scaling that process throughout your company This book will help you address your hiring and recruitment issues not just by making you more efficient but also by reforming your entire process to align with how top talent actually look for new jobs compare offers and select opportunities You'll discover Discover what it takes to ensure more Win Win Hiring outcomes by hiring for the anniversary date rather than the start date How to use a High Tech High Touch approach to raise the talent bar Expand the talent pool to include more outstanding high potential and diverse talent by defining work as a series of key performance objectives Perfect for hiring managers recruiters and HR and business leaders *Hire with Your Head* is a must read resource for anyone seeking to improve their ability to find attract and retain the top talent the world has to offer

**SUMMARY - Hire With Your Head: Using Performance-Based Hiring To Build Great Teams By Lou Adler** Shortcut Edition, 2021-06-18 Our summary is short simple and pragmatic It allows you to have the essential ideas of a big book in less than 30 minutes By reading this summary you will learn how to recruit the most competent and motivated people to work in your company You will also learn that half of all hires are disappointing because recruiters don't know how to objectively evaluate candidates a good interview is not synonymous with job performance The best people are not always the ones you think they are to attract the best it is more important to offer

them serious career prospects than a good salary by recruiting on performance alone you will develop growth and diversity within your company The key to success for any company is to recruit the best performing employees Current recruiting methods do not meet this objective they are too expeditious and not objective enough Lou Adler a professional headhunter for the largest American companies offers you an efficient and systematic method performance based hiring process This method involves among other things distributing an attractive job ad knowing how to conduct an objective interview and evaluating candidates according to a unique performance grid So are you ready to get rid of your preconceived ideas and bad recruitment habits Buy now the summary of this book for the modest price of a cup of coffee **SUMMARY** Edition Shortcut (author),1901 *Hire With Your Head* Lou Adler,2002-10-15 Find the right candidate for the job every time Adler s insightful new POWER hiring methods enable managers to attract assess and recruit the best candidates through the integration of online tools and offline behavior modifications New information on hiring and the Internet diversity and legal compliance issues is included *Hire With Your Head* Lou Adler,2021-09-22 Discover the secrets of one of the world s leading talent acquisition experts In the newly revised Fourth Edition of *Hire With Your Head Using Performance Based Hiring to Build Great Teams* influential recruiting and hiring expert Lou Adler delivers a practical guide to consistently identifying and hiring the best people and scaling that process throughout your company This book will help you address your hiring and recruitment issues not just by making you more efficient but also by reforming your entire process to align with how top talent actually look for new jobs compare offers and select opportunities You ll discover Discover what it takes to ensure more Win Win Hiring outcomes by hiring for the anniversary date rather than the start date How to use a High Tech High Touch approach to raise the talent bar Expand the talent pool to include more outstanding high potential and diverse talent by defining work as a series of key performance objectives Perfect for hiring managers recruiters and HR and business leaders *Hire with Your Head* is a must read resource for anyone seeking to improve their ability to find attract and retain the top talent the world has to offer *Summary of Hire With Your Head - [Review Keypoints and Take-aways]* PenZen Summaries,2022-11-28 The summary of *Hire With Your Head Using Performance Based Hiring to Build Great Teams* presented here include a short review of the book at the start followed by quick overview of main points and a list of important take aways at the end of the summary The Summary of The book *Hire With Your Head* from 2007 will cause you to reevaluate the wisdom of writing a generic job description that will only appeal to generic applicants Figure out when it is appropriate to act as a buyer and when it is appropriate to act as a seller in the HR market so that you can have your pick of qualified applicants *Hire With Your Head* will completely transform your hiring process because it rethinks the entire recruitment procedure from the advertisement to the interview *Hire With Your Head* summary includes the key points and important takeaways from the book *Hire With Your Head* by Lou Adler Disclaimer 1 This summary is meant to preview and not to substitute the original book 2 We recommend for in depth study purchase the excellent original book 3 In this

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**Hire with Your Head**  
Lou Adler, 1998-09-07 Introducing the POWER Staffing System™ an innovative approach that addresses the problems and inconsistencies typically involved in the hiring process this indispensable new resource shows you how to use reason not emotion to make smart employment decisions The POWER approach to hiring detailed in this book is a pragmatic performance oriented process that will be invaluable for future searches Denny Brown President Clarkson University Lou Adler brings a results and performance focus clearly into the hiring process and has produced a useful and practical guide that will help entrepreneurs and managers alike avoid costly people mistakes Hire with Your Head is the POWER approach to hiring effective employees and is destined to become the people's choice Dr Alfred Osborne Director The Harold Price Center for Entrepreneurial Studies The Anderson School at UCLA Lou Adler's insights regarding focusing on results and measuring objectives instead of emotions is invaluable A must read for every manager committed to hiring the best Louise Wannier President and Founder Enfish Technology Inc A primary issue facing all our CEO members is the finding and retaining of excellent key people The hiring effort needs serious attention and Lou Adler's strategies and techniques are systematic and effective His approach has helped many of our members Bill Williams President TEC an international organization of CEOs There is nothing more important to your success than hiring great people Nothing from Hire with Your Head When it comes to hiring particularly in today's competitive business arena it's important to remember that you're only as strong as your weakest link As such it's crucial you avoid recruiting links that may adversely affect your organization in any way Though there aren't any foolproof methods of knowing exactly how job candidates will work out there are precautionary measures you can take to eliminate from your list those who definitely won't Written by veteran headhunter Lou Adler this unique resource arms you with the tools necessary to sidestep potentially costly mistakes by judging more accurately who fits the bill and who doesn't Most managers understand the importance of hiring wisely but many fail to do so falling into the all too common trap of choosing prospective employees based solely on gut reaction As Adler points out this strategy while occasionally productive is often ineffectual First impressions based on emotions biases chemistry personality and stereotyping cause more hiring mistakes than any other single factor The key to dodging this pitfall is to use reason not emotion to guide your hiring decisions In this invaluable new guide Adler illustrates how to Hire with Your Head showing you how to focus more on candidate performance and less on your own impulses Covering the fundamentals of sound hiring including proper interviewing and assessment techniques he introduces his groundbreaking POWER Staffing System™ an innovative method developed to address all of the problems and inconsistencies typically involved in the hiring process Based on Adler's extensive experience as both a headhunter and an executive level manager this practical and easy to follow approach consists of five distinct steps Performance based job descriptions defining superior performance Objective

evaluations conduct a complete objective assessment with only four questions Well developed sourcing plans you need to see top people to hire top people Emotional control overcoming emotional reactions and remaining objective Recruiting effectiveness negotiating and closing an offer on your terms Packed with a wealth of invaluable tips and helpful exercises as well as useful checklists and revealing benchmarks Hire with Your Head is an indispensable hands on guide every manager can use to attain hiring success *Journal of Career Planning & Employment* ,1998 *Black Enterprise* ,2007-02 The British National Bibliography Arthur James Wells,2007 Haldane's Best Resumes for Professionals ,2000 Outlines the principles of writing an effective resume that will attract the attention of potential employers Integrating Performance Management Into the Hiring Process Lou Adler,2025-07-25 Unlock a proven blueprint for modern hiring success in Integrating Performance Management into the Hiring Process Legendary recruiter and performance based hiring pioneer Lou Adler delivers a bold practical guide designed for leaders managers and HR professionals who want to raise the bar on talent starting from the very first interview Drawing from Adler s acclaimed methods and his popular LinkedIn Learning course this full color hardcover edition gives you a front row seat to the Performance based Hiring revolution You ll discover how to Build job descriptions around real results not laundry lists of skills Attract assess and win over high potential diverse candidates Use structured interviews and objective scorecards to predict and measure quality of hire Seamlessly connect hiring onboarding and performance management for long term success Packed with practical tools clear checklists and real world case studies this book isn t just about making better hiring decisions it s about transforming your organization from the ground up If you re ready to hire grow and retain outstanding talent in a changing world Integrating Performance Management into the Hiring Process is your definitive guide Make your next hire your best hire every time High-Impact Hiring Joseph G. Rosse,Robert A. Levin,1997-08-25 A simple yet comprehensive framework for hiring exceptional people and tying the hiring decision into the purpose and work of the organization In clear cut terms the authors guide the reader through the procedures and sequences for applying the right hiring tools in the right ways for the right tasks Human Resources 01/02 Fred Maidment,2000 This collection of articles explore the environment of human resources management meeting human resource requirements creating a productive work environment developing effective human resources implementing compensation and security fostering employee management relationships and international human resource management Bottom Line Business ,1998 **Entrepreneurship: Career Competencies in Marketing Series, Text-Workbook** Richard Lynch,1990-04-13 This competency based series is designed to give students a competitive advantage as they market themselves to potential employers Fulfillment of customers wants and needs at a fair profit is the focus of each text workbook Software Development ,2005 **Annual Editions: Business Ethics 10/11** John Richardson,2010-02-03 Annual Editions is a series of over 65 volumes each designed to provide convenient inexpensive access to a wide range of current articles from some of the most respected magazines newspapers and journals published

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