THE PROFESSIONAL DNA

Workplace Preferences
Critical Mix of Talent & Skills
Motivations For Change
External Inspirations
Geographic Interests

WORKPLACE PREFERENCES

- Contributor vs. Leader
- Collaborative vs. Concentrated
- Shorts & Sandals vs. Suit & Tie
- Start-Up vs. Established

According to Chatman, “we need to find ways of characterizing persons and situations in mutually relevant and comparative forms.”

*Inspired by research conducted by Jennifer Chatman, Northwestern University "Improving Interactional Organizational Research: A Model of Person-Organization Fit*
“People tend to be happier when they are in settings that meet their particular needs or are congruent with their dispositions.”

“We use a development model at Deloitte that we call the three E’s. Education, Experiences, & Exposure. All three are critical to building capability.”

“On a very simple level there are only two reasons why candidates look for new jobs and ultimately accept offers. A “going away” strategy & a “going towards” strategy.”

“How do you define your unique workplace preferences for your open job requisitions?

How is the “critical mix” defined within your organization?

Adler teaches to assess this by investigating the candidate’s analysis of the quality of the job, the quality of the hiring manager, the quality of the team, the quality of the company and it’s growth plans, and the compensation package.
TIME FOR COMIC RELIEF

What are some of the wildest “motivations for change” you have ever heard?

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EXTERNAL INSPIRATIONS

What do your employees think about when they are on the proverbial “backyard swing set”.. What do they imagine about as if they were children and without limitations?

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DISCUSSION QUESTION

How do you inspire innovation within your companies?

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GEOGRAPHIC INTERESTS

Analyze the “where” of the candidate’s motivation. Specifically ask them to give you an elevator pitch about why someone should live in the location of the job. Even if they already currently live in the location.

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DISCUSSION QUESTION

How do you quantify your hiring model?

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AUTOMATE THE ANALYSIS

After the position is clearly defined, and benchmarked... Analyze every candidate for that position with the same lens, same questions, same weights, and most importantly stay disciplined. Build, Measure, and Learn.

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Recruiting beyond the resume is not as much about magic pixy dust as it is about understanding the position as if it were a recipe and utilizing lean engineering techniques to standardize the analysis of every candidate as automated as possible.

The resume is only one ingredient and can provide a great jumping off point, but what if, in addition to a resume, there was a way to identify the probability of success within your candidate pool at point of initial application?

Thanks again for this most honorable opportunity to be your featured speaker today. Please don’t hesitate to contact me about information in this presentation or about the hiring benchmark models we currently use at Icon.

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