The Hiring Process Coach™

Define		Screen		Analyze		Accelerate	
Activity	**Details**	**Activity**	**Details**	**Activity**	**Details**	**Activity**	**Details**
Leader Assessment	• Behavior & culture • Leadership debrief	Source & Review	• Job posting language • Post online • COI email • Review resumes	Assess Soft Skills	• Behaviors • Culture fit • Personal skills • Critical thinking	Onboarding - Hiring Manager Debrief	• Leadership assessment • Results debrief • Leadership coaching
Job Activities & Define Scorecard	• Reporting structure • Accountabilities • Priorities • Time allocations • Success factors	Phone Screen	• Confirm resume & job requirements • Discuss salary • Ask job specific questions	Compare	• Candidate match to Avatar • Identify areas to probe • Determine candidate direction	Onboarding - New Hire Debrief	• Profile debrief • Compare to Avatar • Individual coaching
Create Avatar	• Behaviors • Culture fit • Personal skills	Core Values Email Screen	• CVE email template • Evaluate response and fit	Performance Checks	• Focused, behavior-based questions • Probe job fit gaps • Understand leadership needs	Onboarding - Joint Debrief New Hire and Leader	• Review profiles comparison report • Review scorecard
Clarify Requirements	• Experience • Skills • Education • Salary	First Interview	• Ask behavior-based questions • Probe work history • Determine job fit	Additional Interviews	• Focused, behavior-based questions • Probe job fit gaps • Follow up on performance check insights	Advisor first quarter coaching	• Review performance acceleration tracker with new hire and leader

*I finally realized, after working with The Metiss Group and following the selection process, that **hiring really doesn't have to be a crap shoot.***
– Ivan Brillhart, General Manager, Delaco Kasle Processing

The Power is in the Process - The Magic is in the Tools
A guaranteed approach to making the right hire

The Metiss Group™
behavior experts at work