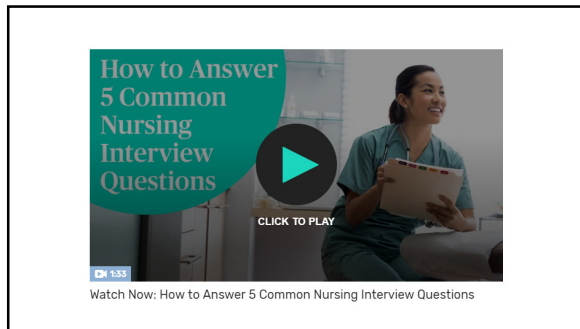
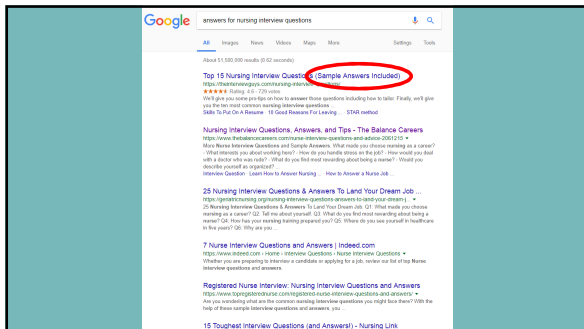
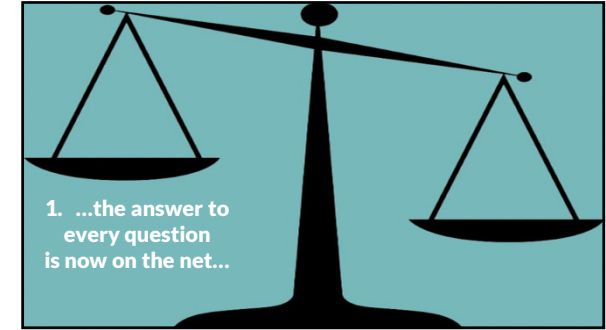


The Right Candidate

LINDA HUTCHINGS



me: why do you want this role?

candidate: because I feel I can really make a positive difference here

1. ...the answer to every question is now on the net...

so...
how do you know if they are the real deal?

2. they are now interviewing **you**

checking you out!

Skills & Endorsements

- Nursing: Endorsed by 4 of 1 colleagues at Waikato District Health Board
- Patient Safety: Endorsed by 5 of 1 colleagues at Waikato District Health Board
- Hospitals: Endorsed by 3 of 1 colleagues at Waikato District Health Board

let the fun begin!

<p>B's</p> <ul style="list-style-type: none"> * what type of nurse tends to succeed here? * what are you like to work for? * how would you describe the current team culture? * ??? 		<p>A's</p> <ul style="list-style-type: none"> * how would you describe your leadership style? * what do you like best about working here? * are there any bullies in this team? * ???
--	--	--

how would your best & your worst staff member describe you?

reverse interviewing

- the process for arranging the interview
- their reception & waiting
- their impression of the interview panel
- the conduct of the interview
- the interview closure
- resultant action

and... if appointed, your whole onboarding process!

so...
are you ready?

2. they are now interviewing **you** & your team **culture**

balancing the scales!




'cos ... we can all be amazing for an hour!

“Before you get what you want, you have to know what you want”

Cameron Herold

balancing the scales!

1. five core behaviours
2. design your own behavioural questions



'cos ... we can all be amazing for an hour!

behavioural interview questions... are not questions

three parts

part one:
 tell me about a time ...
 give me an example of ...
 describe for me...

part two:
 ... you were faced with constant change *much of which was initiated by management*
 ... an important goal that you set
 ... a conflict you had at work
 ... when you had to learn quickly

then... shut up!!

part three:
 once they have answered... go digging... ask probing questions

tell me more about that...
 what led you to ...
 what eventually happened?
 looking back, what would you do differently now, if anything?
 compare this to what others have done
 what did your manager say / do?
 what was the outcome?
 what was the situation?
 why did you do that?
 how did others see it?
 is this typical for you?
 what kind of feedback did you get?
 can you think of another example of this?
 give me more detail about what you did, please
 what did you learn?
 what did everyone else do?
 what exactly did you say?
 I'd like to hear more
 how did that make you feel?
 what was the financial impact?
 what else can you remember about that situation?
 what were the consequences? for you? for others?

probing questions

tell me more about that...
 what led you to ...
 what eventually happened?
 looking back, what would you do differently now, if anything?
 compare this to what others have done
 what did your manager say / do?
 what was the outcome?
 what was the situation?
 why did you do that?
 how did others see it?
 is this typical for you?
 what kind of feedback did you get?
 can you think of another example of this?
 give me more detail about what you did, please
 what did you learn?
 what did everyone else do?
 what exactly did you say?
 I'd like to hear more
 how did that make you feel?
 what was the financial impact?
 what else can you remember about that situation?
 what were the consequences? for you? for others?

what are some of your probing questions?

balancing the scales!



1. five core behaviours
2. design your own behavioural questions
3. get feedback from outside the interview
4. create a red / green journal

'cos ... we can all be amazing for an hour!

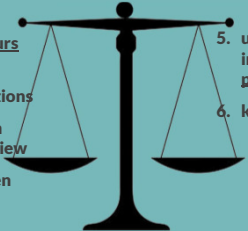
red flags

- * arriving late
- * trash talking past employers
- * vague answers
- * 'I' vs 'we'
- * ???

green flags

- * you can sense their enthusiasm
- * their preparation
- * the questions they ask you
- * the way they treat the receptionist
- * ???

balancing the scales!



1. five core behaviours
2. design your own behavioural questions
3. get feedback from outside the interview
4. create a red / green journal
5. use a semi-structured interview format & probe... deep!
6. know your biases

'cos ... we can all be amazing for an hour!

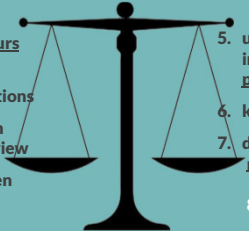
biases...

similar to me

- first impression error
- horn effect
- halo effect
- stereotyping
- cultural noise
- attractiveness bias
- loquaciousness
- confirmation bias
- gullibility
- gut-feel

which 3 are you prone to?

balancing the scales!



1. five core behaviours
2. design your own behavioural questions
3. get feedback from outside the interview
4. create a red / green journal
5. use a semi-structured interview format & probe... deep!
6. know your biases
7. do your own reference checking!
8. invest the time

'cos ... we can all be amazing for an hour!

“If each of us hires people who are smaller than we are, we shall become a company of dwarfs. But if each of us hires people who are bigger than we are, we shall become a company of giants.”



-David Ogilvy, advertising executive

**“To learn without reviewing
is like trying to fill a bath
without putting the plug in!”**

Mike Hughes

**3 (or more!) ideas
to put into practice**

**thank
you!**

www.lindahutchings.com