



Interviewing and Selecting High Performers: Every Manager's Guide to Effective Interviewing Techniques

Richard H. Beatty

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Take the guesswork out of the most important decision you make! Interviewing and Selecting High Performers Every Manager's Guide to Effective Interviewing Techniques Current studies show that high-quality workers outproduce poor ones by 25% to 50%. Moreover, these findings reveal the alarmingly high direct and indirect costs companies pay when they hire the wrong people. So why, asks Richard Beatty, would you want to rely on "hit-and-miss" approaches to selecting new employees? In his latest practical, career-oriented guide, Beatty says you no longer have to. Instead, this renowned consultant and author shows how you can consistently choose high-quality performers who fit both your company's immediate needs and long-term strategic goals. Interviewing and Selecting High Performers provides you with an integrated, airtight, step-by-step selection process. Using a high-performance predictive model, this system clarifies the key qualifications needed by candidates for high performance of specific jobs and provides a rigorous interview design approach that enables you to objectively measure whether a particular candidate meets that criteria. With the help of reproducible evaluation forms, you're able to accurately weigh the strengths and weaknesses of various prospects and account for the inevitable tradeoffs involved in the selection process, so that you minimize the risks inherent in the employment decision. In addition, Interviewing and Selecting High Performers offers you unmatched support, including:

- * Sound, field-tested interviewing techniques
- * Step-by-step instructions for designing effective interviews
- * Guidance on opening, conducting, and closing the interview, so that you get the information you need while putting your company in the best light
- * More than 500 behaviorally-based questions covering 32 topic areas that help you determine a prospect's overall job fitness

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