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**Recruiting in the manufacturing sector
 for over 30 years**

Insightful Hiring: Looking Beyond the Obvious to Uncover Right-Fit Candidates

“People with responsibility for hiring have a tendency to see what they’re looking for, especially when they are primed and ready to look for specific things,” says Nancy Halverson, vice president of global operations for MRINetwork. “Focusing too much on set criteria for the ideal candidate or being blind to red flags can lead to serious hiring mistakes, especially when everybody on the hiring team is looking at applicants through the same lens.”

Cultivating the ability to identify and recognize the right people for the job, even individuals with non-traditional backgrounds or with skills outside the exact criteria, can be a tremendous advantage for a business. “You get multiple perspectives for problems or challenges, and fresh perspectives in your day-to-day operations,” Halverson observes. “Although there are instances when hiring candidates who don’t fit the exact profile isn’t feasible, that is less of an issue than many hiring managers may think.”

Halverson suggests several ways to avoid mistakes while widening the candidate pool:

Focus on the candidate's potential. Pay close attention to the personality of the prospective new hire.

Ask the right kinds of questions. While your interview format should retain some standard questions, you can uncover good candidates by adding non-traditional questions into the mix.



Provide personal insight about the company culture. To help both the organization and prospective candidates determine if they are right for your company and the particular position, it’s important to discuss the company’s work environment.

Cover all the bases. Probably the most important step in deciding to extend an offer to a candidate who has a different type of experience or education from the set criteria, is making sure the company has covered all its bases. This includes determining the business rationale behind the hire, what skills and qualifications the candidate has to offer the company, and if the decision will ultimately produce the desired result.

Improving Employee Engagement – It Starts with Managers



Brain Teaser

Word Search

E	J	E	O	P	W	A	M	E	A	I	E
R	X	T	K	F	M	A	M	T	P	X	K
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**MANAGEMENT
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 CANDIDATE
 APPLICATION**

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