

Three Things You Must Ask Before Hiring

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It's a tight job market and getting tighter! This reinforces the tendency to get that open position filled with a warm body so you can move on to the next one.

In screening candidates for the hiring manager, you obviously look at required skills, licensure, and experience. While these may be the essential minimal qualifications for the position they will not guarantee success in the department.

Renee Thompson, CEO and Founder of Healthy Workforce Institute has a great article addressing 3 critical questions that should be asked of the candidate prior to hire. Here is the link:

She uses Tim Grover's work with legendary sports figures as a model. As he puts it, *"I don't care how much you can lift, how fast you can run, how many pull-ups you can do, or whether you can hit a three while blindfolded. There are only three things I ask of every client... Show up, work hard, and listen. That's it. It requires no talent, no special genetics, or any skill whatsoever to show up, work hard, and listen."*

Ms. Thompson points out that by not getting distracted by how "good" someone is, he is able to get to what it takes for his athletes to achieve their highest potential and therefore, dominate their sport as part of a cohesive team.

She goes on to suggest that healthcare leaders adapt this when hiring new employees, especially the ones who already possess great skills.

What are the three things that are critical to success in your department? As an HR recruiter, have you asked this of the hiring manager? The three critical success factors identified by the manager will reveal much about the culture and work environment of that work area.

A great exercise that will help managers identify some of the "soft" skills and attributes that they are really looking for. You may also end up increasing retention which decreases turnover which makes HR jobs easier!