

Tired of “Hiring Roulette?”



Are you tired of playing roulette every time you add someone to your team, hoping to hit the jackpot with your next hire? Face it: the success of your organization comes down to not only the quality of people you are able to attract to your organization, but how well they will fit into their role, your culture and existing team.

Poor hiring choices can spell disaster for an organization, especially in light of the fact that one third of the American workforce will be at retirement age within the next ten years! At the same time, the talent pool is shrinking as more people exit the labor pool through retirement, than are entering through graduation from school or the military.

According to a recent survey conducted by Massachusetts-based Authoria Inc., only 30% of companies surveyed were satisfied with the way their organizations evaluate the quality of people to be hired. Staffing.org places this figure at closer to 20%.

High Cost of Bad Hires

So what does it cost your organization each time it makes a poor hiring decision? Consider what these experts say:

- 2.5 times annual salary (Right Management of Philadelphia)
- 3 times annual salary (WSJ)
- 25 times annual salary (Bradford Smart, author of Topgrading)

Some of the specific and measurable costs of bad hire and poor promotion decisions cited by Right Management, Caliper and others were:

- Paying the wrong employee’s salary, benefits and bonuses.
- The recruitment and training costs to replace them.
- Damage done to the company’s reputation, employee morale and customer satisfaction.
- Severance costs.
- Lost productivity with the wrong individual and in bringing their replacement up to speed.
- The cost of having a position vacant until filled.

Author Jim Collins, in his blockbuster business bestseller, Good To Great cites the importance of having “the right people on the bus and having them sit in the right seats on the bus.” Because salary expense is the largest single cost for most organizations, it is

crucial to make sure that only the right people are hired.

David Saxby, president of Measure-X, stated in a Black Enterprise article, “A recent study by Harvard University showed that nearly 80% of turnover is due to hiring mistakes. Missing from the hiring procedures is personality profiling to determine the right fit.”

Assuring The Right Fit

How do you assure a candidate for employment is the right fit in your organization? While the input and gut feeling of the evaluators involved in the screening process is important, such input may be blinded by the urgency to fill a position or a candidate’s likeability. In order to win a position, a candidate is going to put their best foot forward and minimize their negatives. Few, if any, will volunteer problems of poor fit in the past. Even with great references, a good fit in one organization does not assure a great fit in yours.





Better Hiring Just Got Easier

With DiSC[®] you'll be able to more accurately predict how a person might fit into the role for which they are being considered, *before* you move forward with a hiring decision.

Candidates take a 15-minute online assessment that will provide you a wealth of information about their behavioral tendencies:

- Their behavioral strengths
- What motivates them
- Their preferred work environment
- What they tend to avoid
- What demotivates them
- Their behavior in conflict situations
- Specific strategies for improved performance
- How they relate to other people
- How they tend to manage others
- Their natural sales and customer service behaviors

With information like this, how much better could your organization's hiring decisions be? Besides, better hiring translates to lower staff turnover, so you keep the best employees longer.

DiSC[®] = A Better Team Fit

Whenever people work together, their behavioral style will either complement or be in conflict with each person with whom they interact. The DiSC[®] *Team Report* allows up to fifteen individuals to be plotted together across 32 different behavioral dimensions to identify how each person will tend to interact with the others.



Accelerate Their Onboarding

DiSC[®] *How to Manage* reports will accelerate the onboarding of your new hires, enabling them to become fully productive months sooner. The new hire's manager is guided with laser precision to develop, motivate, plan and problem solve, delegate, coach, counsel and correct the new hire in the most effective manner.

1,000%-Plus ROI!

Think of the investments that you can make that will pay for themselves in a month. DiSC will pay for itself in days, returning an ROI greater than 1,000%!

Using DiSC[®] will add thousands of dollars to your top and bottom line by:

- Making fewer bad hires
- Lowering your turnover rate
- Hiring better performers
- Assuring role, cultural and team fit
- Faster onboarding of new hires

According to the Forbes.com article, *New Leadership Qualities You Need In This New World (03/09)*, the current set of worldwide economic challenges require decision makers to find new ways to generate value in every decision. Implementing DiSC[®] today may be your very best decision to achieve instant value that will pay dividends for years to come.

For over 40 years, more than 30 million people have taken DiSC[®] to be more effective. And for more than a decade, Boyer Management Group has offered innovative DiSC solutions.

A better solution is just a phone call or email away! If you're ready to turn hiring roulette into hiring success for your company or organization, please email us today at hank@boyermanagement.com or call us at **215-942-0982**.



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