

Article

Looking Beyond the Interview

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Interviewing can be a difficult process. Employers often spend months trying to find the right candidate for the right position. When the interview process is over, and the best interviewee is chosen, sometimes all it takes is a few weeks to realize your new hire was not the best person suited for the job. Whether they leave on their own or are let go, soon the process starts all over again, wasting the business' time and money.

This situation occurs everyday and many companies have not heard of looking beyond the interview to see how a candidate's behavior can affect their suitability for employment positions.

The use of on-demand behavioral assessments is gaining momentum in the HR industry. These assessments can provide an inside look at the candidate's work ethic, personality, and job fit. These assessments are completed before the interview and can answer questions such as what are their strengths and limitations? Are they self-starters? How do they communicate? And what motivates them? These tests enable understanding of work styles to assist with identifying people's work strengths. Having these questions answered prior to the interview can provide interviewers with a more realistic view of the person they are speaking to and allow them to ask more in-depth questions about the candidates' work habits.

These profiles can be compared to a job description to fully understand how the candidate will fuse with the job. Employers can often be misled during interviews, as candidates are selling themselves to fit the job opening and it can be very difficult to see through the mask to the potential employee. Interviews provide only a limited forum for the candidate to present their skills and having an on-demand assessment tool helps interviewers see their strengths and weaknesses before the interview leading to a significant conversation about how their abilities fit the job description.

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Another tactic businesses are using in recruitment is on-demand benchmarking tools. Benchmarking enables employers to select their best employees and identify their behavioral qualities and capabilities. These qualities are then targeted so employers know what traits to look for in new candidate's applying for similar positions.

Companies often complain about high turnover, so next time around, investing in on-demand assessments may be the answer to getting the right people into the right positions, the first time.

About Thomas International

Thomas International is a global leader in the provision of on-demand behavioral assessments and reporting used to recruit, develop and retain top talent. Thomas International's DISC-based behavioral assessments are delivered software-as-a-service (SaaS) and are designed to meet the unique requirements of small, mid-sized and enterprise level companies in every industry.

For over 25 years Thomas International has enabled its clients to more effectively manage their human capital and with a presence in 60 countries and availability in over 56 languages. Thomas International is one of only a few truly global on-demand human resources solution providers focused on behavioral assessment. More than a million Thomas International software-as-a-service (SaaS) delivered assessments are completed each year. www.thomasinternational.net