



Insights for Excellence in Match Making

By Bruce Dingman

The best way to ensure that the person you are hiring will meet expectations is to know the person well. Taking a multi-dimensional approach to understanding the person is needed. Here are some ways to accomplish this:

- Use both formal and informal interview settings
- Have numerous people (and thus, many perspectives) involved in interviewing the candidate (i.e., peers as well as a supervisor)
- Check references on a 360 degree basis (superiors, peers, subordinates plus references not given by the candidate)
- Meet the candidate's spouse – better yet, arrange a dinner with the hiring executive and his/her spouse along with the candidate and his/her spouse
- Have at least two or more meetings with the candidate
- Come to know not only what the candidate has done, but also the “why” behind their actions—understand their motivations, reasoning, decision-making process, values and personality.

These are just a few of the things to consider for an excellent match. We'd welcome hearing your insights as to what you have found helpful in making the right hire. Drop us an email or give us a call.

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