Candidate Pre-Screening

Recruiting	Resume Screen	Phone Screen

*To attract top candidates, recruiting materials should include descriptions of critical job responsibilities **and** your company culture.*

*Be open to candidates with non-traditional backgrounds who have the Job Competencies you are looking for.*
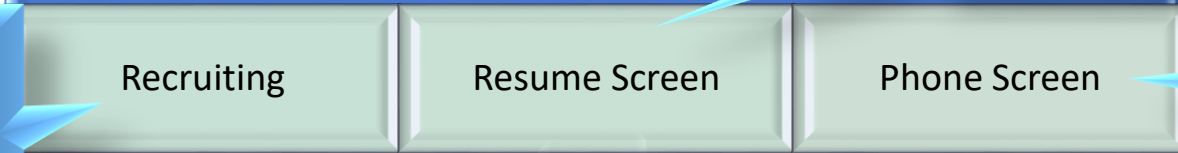
First impressions matter to Top Candidates; make sure they have positive pre-screening experiences.

Candidate Interviews

Structured Interview about critical Job Competencies	Culture-Fit Interview with Sr. Executives	Technical Proficiency Interview

One Structured Interview with 2-3 interviewers is sufficient (avoid redundant interviews).
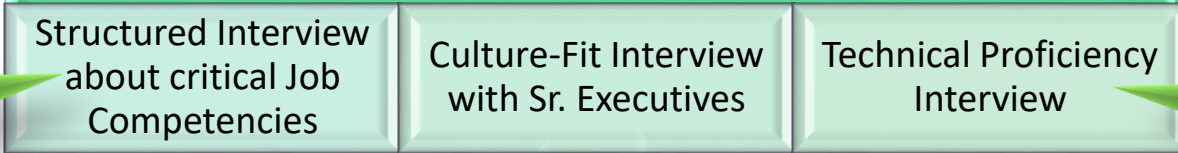
Technical Interviews with real-world problems often provide better information than off-the-shelf intelligence or technical tests.

Final Hire/No Hire Decision

Contingent Job Offer	Background Check	Reference Check	Drug Screen