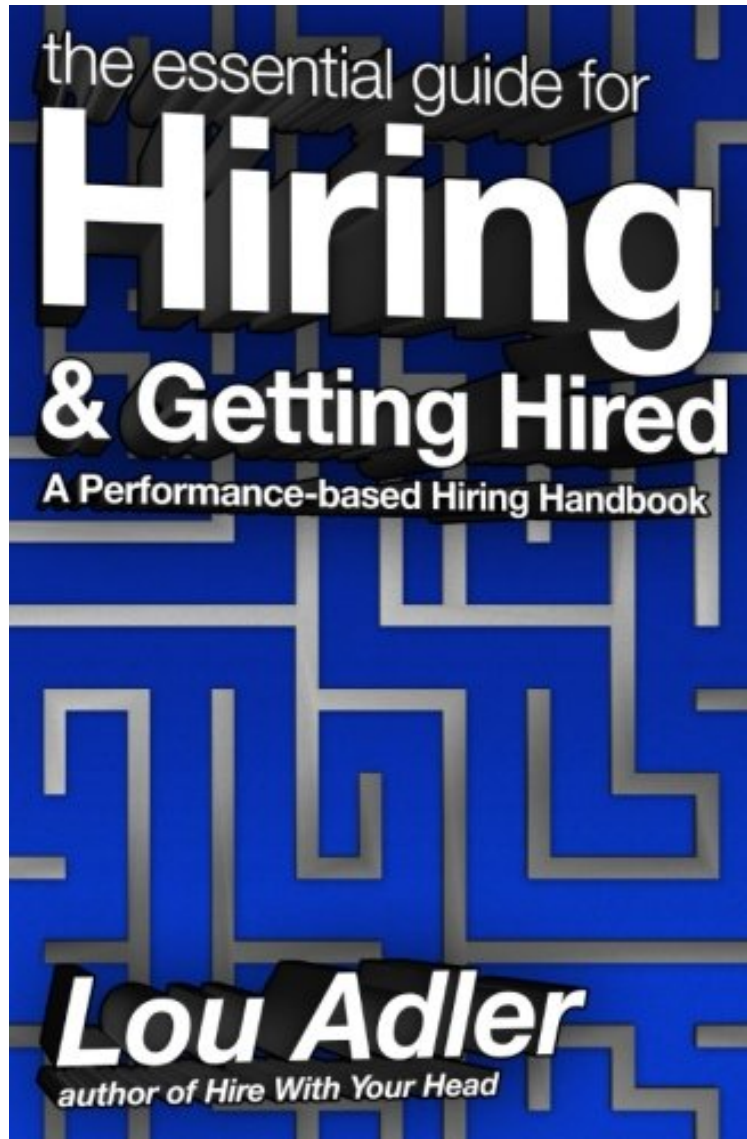


(Free) The Essential Guide for Hiring Getting Hired: Performance-based Hiring Series

The Essential Guide for Hiring Getting Hired: Performance-based Hiring Series

Lou Adler

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Lou Adler : The Essential Guide for Hiring Getting Hired: Performance-based Hiring Series before purchasing it in order to gage whether or not it would be worth my time, and all praised The Essential Guide for Hiring Getting Hired: Performance-based Hiring Series:

36 of 37 people found the following review helpful. Nails It - Again!By J. S Lou Adler's latest volume on performance-based hiring is a combination of a message Lou has preached for more than a decade with an update on some of the

latest trends and issues that hiring managers in organizations face today. I deliberately say preach because Lou has fought a powerful fight to improve the hiring process for organizations based on sound management principles, powerful legal verification, and many years of overwhelming evidence that the techniques work for organizations that have implemented them. I also say preach because Lou's message contains a continuing increase in the frustration over why more hiring managers in organizations don't implement these practices. Lou has been calling for the elimination of traditional job descriptions in the hiring process since long before the publication of his first book. If the reader doesn't perceive a bit of frustration over the place they still hold in many hiring processes, they are either not reading the book carefully enough, or they haven't had the honor as I have of meeting and working closely with Lou in implementing performance based hiring concepts. The job description as a basis for recruiting and hiring guarantees the overall failure of the goals to hire top performers in an organization. In addition to Lou's powerful repetition on the danger of using job descriptions, he continues to provide sound advice on how to write better ads, craft a better recruiting strategies, and perhaps most important from my perspective provide excellent advice on how to conduct an interview. This is perhaps the area where my professional frustration will come into play and clearly illustrate why I so strongly support Lou's position. I remain amazed after being connected to performance-based hiring for almost 15 years now, how I can routinely find cases of interviewers, whether they be hiring managers or human resources staff, asking insanely stupid interview questions, particularly when Lou Adler has clearly nailed the power of the performance-based hiring questions. The two questions he so carefully details and demonstrates throughout the book can perform better than any collection of "700 Great Interview Questions." If I have any concern over the content of Lou's latest message I wish he would have made it clearer that the techniques and messages he outlines can be applied at all levels. Performance-based hiring has been implemented for entry-level positions in a variety of organizations, including those where the hiring process may be limited to a single interview. I also know that there have been successful applications of Lou's hiring techniques to environments like college recruiting. Lou makes brief references to these applications in the book, but the overall presentation that Lou presents as a professional recruiter is that of a multiple stage interview process with the recruiter referring candidates to the hiring organization. I would be remiss if I did not also mention the high quality, dead-on accuracy of the information that Lou presents to job seekers. I remember when the first edition of Lou's book, *Hire with Your Head*, appeared, it was dedicated to job seekers. I have always appreciated and honored Lou's dedication to helping them better understand the flaws of the typical hiring processes and how to use his excellent hiring techniques from the job seeker standpoint. The electronic only publication of Lou's new book presents a couple of minor obstacles. First of all, the book is so filled with excellent advice and clear statements of tactics that I found myself bookmarking almost every page. As I read the book electronically on my Kindle, it's a book I would also buy in hardcover form to have printed references to some of the key material. One final note on the electronic publication of the book. Lou provides excellent resources in the form of documents and checklists that he urges readers to use. The forms can easily be acquired for download by obtaining a password. However, the documents when downloaded are in a protected PDF format that does not allow them to even be printed for use. This restricts the application of these documents significantly, and I'm hoping that "able to print" versions of these forms become available in some fashion, quickly.

0 of 0 people found the following review helpful.
Must-Read for Job Searchers (Recruiter Search Secrets) - Its Like Getting The Winning Lottery Numbers Before You Buy Your Ticket
By Mike McRitchie
I was referred to this book by Rick Gillis after I read Rick's "Job!" book, an excellent book on job hunting in the challenging arena of job boards and LinkedIn search. Rick suggested that Lou's book would provide insights into the recruiter's mindset. And as a resume writer and career coach, this would help me position and guide candidates in their search and tailor their resumes to be more effectively aligned with how recruiters go about the recruiting process - so they can be found. I was blown away by how thoroughly Lou details every step of the recruiting process. But even more so is how he basically lays out a roadmap for candidates as well (both active searchers and passive candidates who might want to be found for interesting and challenging new opportunities). Lou also addresses how you need to approach the hiring process from a "scarcity mindset". It is rare that the top 25% of people who'd qualify for a position are actively looking. And if you don't find a way to pull them out of the shadows and consider good opportunities for career growth, you'll find yourself as a recruiter competing for the scraps and having hiring managers frustrated with the lack of talent and a company with continual turnover due to bad hires. There are some very cool techniques, tools, and insights in this book. Here are just a few...
- How to use Boolean Search Terms to find the best candidates by targeting "Success Keywords"
- How to juice up your LinkedIn Profile to demonstrate "Achiever Patterns" so you can be found by those searching for the best of the best
- Why candidates should never apply to ads (at least until you take this approach to network into a job)
- Why focusing on getting a big bump in pay in your next job may be the worst thing you can do. And why a career growth strategy will be more reliable in building your compensation war chest.
- Why it is so important for recruiters and hiring managers to be aligned throughout the hiring process in order to win top candidates.

Overall this is a useful book for recruiters, hiring managers and job searchers (whether you're actively looking or not). I highly recommend it.

5 of 5 people found the following review helpful.
Dear Job Seeker Please Note the DUAL Title of This Book
By RickyGI
I first met Lou Adler as a guest for an employment radio show I hosted that aired in Houston Dallas. He made quite an impact on me in that

interview. I titled this review "Dual Title" because this book serves both the recruiter AND the job seeker which makes it very unusual in the job search space. (In full disclosure, Lou mentions my book, "JOB!", in "The Essential Guide to Hiring and Getting Hired"--and I am exceptionally proud that he felt my information to be worthy of your consideration but...I only write for job seekers.)Over the years I have interviewed many employment/job search experts and in that capacity have read (too) many job search books that after 2 or 3 chapters ran out of steam content wise. That is not the case here. You will learn something worth knowing on every page. Plus you can hear the excitement in Lou's written voice. He comes across on the page exactly as he is in person and that, dear job seeker, is a very exciting thing.Lou Adler is a trainer of recruiters of all stripe who continuously hosts workshops across the nation. So, listen up job seekers--here is the master writing for those who YOU want to meet--the recruiters. After presenting them with his brilliant hiring concepts he then tells YOU how to prepare and present yourself for the Performance-based hire. You might want to re-read that sentence. Lou is providing you a view from in front of, and then from the other side of the mirror. How cool is that?! And the Performance-based hire--it makes SO much sense that you wonder why someone would even have to present such a notion to recruiters or hiring managers.(BTW, Lou is one of the Top 100 Influencers on LinkedIn. Search him out there and link up with him. You'll be pleased you did.)Please take my highly critical view of this book to heart: You should buy it, read it, let it sit and then read it again. Knowledge is Power. In these times of global economic uncertainties you should know this material and share it with your employed friends. No one can be too prepared for what may come.I professionally and personally recommend "The Essential Guide for Hiring And Getting Hired" by Lou Adler.Congratulations on a job well done Lou!

This book is written for everyone involved in the hiring process. It will help hiring managers and recruiters find and hire more top-notch people for any job, from entry-level to senior executive. Using the two-question Performance-based Interview, anyone who is involved in assessing candidates will quickly be more effective and more accurate. Just as important, it will help job-seekers find better jobs by giving them an inside view of how most companies look for, assess and hire new employees. Hiring top talent starts by clarifying expectations up front. This has been shown to be the primary reason people perform at peak levels. This book is based on the Performance-based Hiring process Lou Adler introduced in his Amazon bestseller, Hire With Your Head. Performance-based Hiring is now used around the world in small and large organizations and companies. However, it is a non-traditional hiring process. Performance-based job descriptions--which we call performance profiles--replace the commonly used skills- and experience-based job descriptions. Instead of emotions, feelings and biases, evidence is used to assess competency and fit within the organization. Rather than weed out people who don't possess some arbitrary list of prerequisites, compelling career messages are used to excite and attract the best. Due to this unconventional but commonsense approach, David Goldstein of Littler Mendelson, the largest labor firm in the U.S., was asked to review Performance-based Hiring and provide a general statement of validity. Here's his summary: "Because the Performance-based Hiring system does differ from traditional recruiting and hiring processes, questions arise as to whether employers can adopt Performance-based Hiring and still comply with the complex array of statutes, regulations, and common law principals that regulate the workplace. The answer is yes. In particular: A properly prepared performance profile can identify and document the essential functions of a job better than traditional position descriptions, facilitating the reasonable accommodation of disabilities and making it easier to comply with the Americans with Disabilities Act and similar laws. Even employers that maintain more traditional job descriptions may still use performance profiles or summaries of performance profiles to advertise job openings. Employers are not legally required to post their internal job descriptions when advertising an open position. Nor is there any legal obligation to (or advantage in) posting boring ads. Focusing on Year 1 and Beyond criteria may open the door to more minority, military, and disabled candidates who have a less 'traditional' mix of experiences, thereby supporting affirmative action or diversity efforts. Conducting performance-based interviews ensures that the interviews will be structured and properly focused and minimizes the risk of an interviewer inquiring into protected characteristic. Moreover, since the performance-based interviews are conducted pursuant to a common methodology, one is assured that the candidates are being fairly compared. Performance-based interviewing promotes fair consideration of the different skills and experiences that each candidate has to offer--which is essential to promoting diversity."

About the AuthorLou Adler is the president of The Adler Group (www.louadlergroup.com), an international training and consulting firm helping companies implement Performance-based Hiring. He is the bestselling author of "Hire With Your Head" (John Wiley Sons, 3rd Edition, 2007), the Nightingale-Conant audio program "Talent Rules! Using Performance-based Hiring to Hire Top Talent" (2007) and "The Essential Guide for Hiring Getting Hired" (Workbench 2013). Adler is a noted recruiting industry expert, international speaker, and columnist for a number of major recruiting and HR organization sites including SHRM, HRP, SMA, ERE, LinkedIn, Kennedy Information and HR.com. He holds an MBA from UCLA and a BS in Engineering from Clarkson University.