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Teams
more on candidate performance, and less on your own impulses.

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Performance profiles - Use a job description, including duties and responsibilities, as your criteria instead of only assessing the candidate's skills, experience and personality traits. To hire superior people, first define superior performance. Objective evaluations - Use basic questions to assess an interviewee's competency accurately.

~~Hire With Your Head Summary | Lou Adler Books~~

Hire with your head : using performance-based hiring to build great teams. [Lou Adler] -- This up-to-date and fully revised edition of the bestselling Hire With Your Head presents a proven system for hiring

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Superior people, individually or in groups.

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Hire With Your Head (2007) will make you think twice before drafting a standard job offer that'll only attract standard recruits. Learn when to be the seller and when to be the buyer in the HR market so that you're guaranteed the pick of potential employees.

Hire with Your Head Updated with new case studies and more coverage of the impact and importance of

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The Internet in the hiring process, this indispensable guide has shown tens of thousands of managers and human resources professionals how to find the perfect candidate for any position. Lou Adler's Performance-based Hiring is more powerful than ever! "We have chosen Performance-based Hiring because it's a comprehensive process, it's behaviorally grounded, managers and recruiters find it easy to use, and it works." -Marshall Utterson, Director Staffing, AIG Enterprise Services, LLC "Everyone's looking for the perfect means to make effective hiring decisions. A trained interviewer armed with the right tools is the best solution. Performance-based Hiring is a proven methodology to get these results." -John Ganley, Vice

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President and Chief Talent Officer, Quest Software

"Any staffing director that doesn't send all of their people through Performance-based Hiring training is missing out on top talent, plain and simple. This should be the standard throughout the industry." -Dan Hilbert, Recruiting Manager, Valero Energy Corporation

"Performance-based Hiring has been the most successful recruitment tool that we have added to our organization over the past few years. In fact, these tools have not only produced amazing outcomes-in terms of selecting the best fit in an extremely tight labor market-but with a level of success among our operations customers that I have rarely seen with other HR products." -Trudy Knoepke-

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Campbell, Director, Workforce Planning, HealthEast(r) Care System

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Find the right candidate for the job every time Adler's

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Insightful new POWER hiring methods enable managers to attract, assess, and recruit the best candidates through the integration of online tools and offline behavior modifications. New information on hiring and the Internet, diversity, and legal compliance issues is included.

New York Times, Wall Street Journal, and USA Today bestseller "You can have the finest moves in the talent contest, you can boast a trophy speed-dial list on your iPhone, you can possess the single-mindedness of Paul Revere and be as self-assured as

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Muhammad Ali . . . and you still won't nail the job unless you know how to mold and merchandise your personal pitch. If this is true when times are booming- and it is-you can only imagine how true it is in times like these." Harvey Mackay, Fortune magazine's "Mr. Make- Things-Happen," has written five New York Times bestsellers, including one of the most popular business books of all time-Swim with the Sharks Without Being Eaten Alive. Now he returns with the ultimate book on how to get, and keep, a job you truly love whether you're twenty-one, fifty-one, or seventy-one. The average person will have at least three career changes and ten different jobs by age thirty-eight. In this era of downsizing and outsourcing, you

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Can never be sure your job will still exist in five years- or five weeks. So you'd better think of your career as a perpetual job search. That demands a passion for lifetime learning and the skills for relentless and effective networking. Mackay shows you how to be at your best when things are at their worst. His hard-hitting topics include: - beating rejection before it beats you - warning signals that you might be losing your job - acing interviews - negotiating the job you want not the job they offer - taking advantage of the way bosses make hiring decisions - blending the latest contact tools with old-fashioned face-to-face networking Uplifting, amusing, and jam-packed with proven tips, Use Your Head to Get Your Foot in the

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Teams will guide you through the toughest job market in decades. It's also the definitive A-to-Z career resource for the rest of your life.

Discover the secrets of one of the world's leading talent acquisition experts In the newly revised Fourth Edition of Hire With Your Head: Using Performance-Based Hiring to Build Great Teams, influential recruiting and hiring expert Lou Adler delivers a practical guide to consistently identifying and hiring the best people and scaling that process throughout your company. This book will help you address your hiring and recruitment issues, not just by making you more efficient, but also by reforming your entire

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process to align with how top talent actually look for new jobs, compare offers, and select opportunities. You'll discover: Discover what it takes to ensure more Win-Win Hiring outcomes by hiring for the anniversary date rather than the start date How to use a "High Tech, High Touch" approach to raise the talent bar Expand the talent pool to include more outstanding, high potential and diverse talent by defining work as a series of key performance objectives Perfect for hiring managers, recruiters, and HR and business leaders, Hire with Your Head is a must-read resource for anyone seeking to improve their ability to find, attract, and retain the top talent the world has to offer.

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* Our summary is short, simple and pragmatic. It allows you to have the essential ideas of a big book in less than 30 minutes. By reading this summary, you will learn how to recruit the most competent and motivated people to work in your company. You will also learn that : half of all hires are disappointing because recruiters don't know how to objectively evaluate candidates; a good interview is not synonymous with job performance. The best people are not always the ones you think they are; to attract the best, it is more important to offer them serious career prospects than a good salary; by recruiting on performance alone, you will develop growth and

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Diversity within your company. The key to success for any company is to recruit the best performing employees. Current recruiting methods do not meet this objective: they are too expeditious and not objective enough. Lou Adler, a professional headhunter for the largest American companies, offers you an efficient and systematic method: performance-based hiring process. This method involves, among other things, distributing an attractive job ad, knowing how to conduct an objective interview, and evaluating candidates according to a unique performance grid. So are you ready to get rid of your preconceived ideas and bad recruitment habits? *Buy now the summary of this

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Teams for the modest price of a cup of coffee!

How to find great employees, make great hires, and take your business to the next level It is always easy to find people who want a job, but it's never easy to find and hire A-players. In *How to Hire A-Players*, consultant Eric Herrenkohl shows owners, executives, and managers of small and medium-size businesses where and how to find A-player employees. It is these individuals who will help keep quality high and growth and profits strong. Herrenkohl explains how to use your existing marketing, sales, and networking efforts to find top candidates. He provides current examples of companies that consistently hire A-players without

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Big recruiting departments as well as step-by-step explanations for making these strategies work in your own company. Shows you how to find and hire top employees. Ideal for owners of small businesses, executives and managers of large businesses, as well as corporate recruiters and HR specialists who need new ideas Herrenkohl's client list includes privately held businesses in over 50 industries as well as big corporate names like Bank of America, Edward Jones, and Northwestern Mutual Life A-player employees are the life blood of any growing business. This handy hiring guide shows you where to look, what to ask, and who to hire to boost your business today

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Amoral, cunning, ruthless, and instructive, this multi-million-copy New York Times bestseller is the definitive manual for anyone interested in gaining, observing, or defending against ultimate control – from the author of *The Laws of Human Nature*. In the book that *People* magazine proclaimed “beguiling” and “fascinating,” Robert Greene and Joost Elffers have distilled three thousand years of the history of power into 48 essential laws by drawing from the philosophies of Machiavelli, Sun Tzu, and Carl Von Clausewitz and also from the lives of figures ranging from Henry Kissinger to P.T. Barnum. Some laws teach the need for prudence (“Law 1: Never Outshine the Master”), others teach the value of confidence (“Law

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28: Enter Action with Boldness"), and many recommend absolute self-preservation ("Law 15: Crush Your Enemy Totally"). Every law, though, has one thing in common: an interest in total domination. In a bold and arresting two-color package, *The 48 Laws of Power* is ideal whether your aim is conquest, self-defense, or simply to understand the rules of the game.

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