

HIRE ^{with} *your* HEAD

third
edition



**Using Performance-Based Hiringsm
to Build Great Teams**

Lou Adler

Hire With Your Head Using Performance Based Hiring To

Xiang Xie



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SUMMARY - Hire With Your Head: Using Performance-Based Hiring To Build Great Teams By Lou Adler Shortcut Edition, 2021-06-18 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 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 book for the modest price of a cup of coffee *Summary of Hire With Your Head - [Review Keypoints and Take-aways]* PenZen Summaries,2022-11-28 The summary of Hire With Your Head Using Performance Based Hiring to Build Great Teams presented here include a short review of the book at the start followed by quick overview of main points and a list of important take aways at the end of the summary The Summary of The book Hire With Your Head from 2007 will cause you to reevaluate the wisdom of writing a generic job description that will only appeal to generic applicants Figure out when it is appropriate to act as a buyer and when it is appropriate to act as a seller in the HR market so that you can have your pick of qualified applicants Hire With Your Head will completely transform your hiring process because it rethinks the entire recruitment procedure from the advertisement to the interview Hire With Your Head summary includes the key points and important takeaways from the book Hire With Your Head by Lou Adler Disclaimer 1 This summary is meant to preview and not to substitute the original book 2 We recommend for in depth study purchase the excellent original book 3 In this summary key points are rewritten and recreated and no part text is directly taken or copied from original book 4 If original author publisher wants us to remove this summary please contact us at support mocktime com **SUMMARY** Edition Shortcut (author),1901 Hire With Your Head Lou Adler,2002-10-15 Find the right candidate for the job every time Adler s 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 **Hire with Your Head** Lou Adler,1998-09-07 Introducing the POWER Staffing System TM an innovative approach that addresses the problems and inconsistencies typically involved in the hiring process this indispensable new resource shows you how to use reason not emotion to make smart employment decisions The POWER approach to hiring detailed in this book is a pragmatic performance oriented process that will be invaluable for future searches Denny Brown President Clarkson University Lou Adler brings a results and performance focus clearly into the hiring process and has produced a useful and practical guide that will help entrepreneurs and managers alike avoid costly people mistakes Hire with Your Head is the POWER approach to hiring effective employees and is destined to become the people s choice Dr Alfred Osborne Director The Harold Price Center for Entrepreneurial Studies The Anderson School at UCLA Lou Adler s insights regarding focusing on results and measuring objectives instead of emotions is invaluable

A must read for every manager committed to hiring the best Louise Wannier President and Founder Enfish Technology Inc A primary issue facing all our CEO members is the finding and retaining of excellent key people The hiring effort needs serious attention and Lou Adler s strategies and techniques are systematic and effective His approach has helped many of our members Bill Williams President TEC an international organization of CEOs There is nothing more important to your success than hiring great people Nothing from Hire with Your Head When it comes to hiring particularly in today s competitive business arena it s important to remember that you re only as strong as your weakest link As such it s crucial you avoid recruiting links that may adversely affect your organization in any way Though there aren t any foolproof methods of knowing exactly how job candidates will work out there are precautionary measures you can take to eliminate from your list those who definitely won t Written by veteran headhunter Lou Adler this unique resource arms you with the tools necessary to sidestep potentially costly mistakes by judging more accurately who fits the bill and who doesn t Most managers understand the importance of hiring wisely but many fail to do so falling into the all too common trap of choosing prospective employees based solely on gut reaction As Adler points out this strategy while occasionally productive is often ineffectual First impressions based on emotions biases chemistry personality and stereotyping cause more hiring mistakes than any other single factor The key to dodging this pitfall is to use reason not emotion to guide your hiring decisions In this invaluable new guide Adler illustrates how to Hire with Your Head showing you how to focus more on candidate performance and less on your own impulses Covering the fundamentals of sound hiring including proper interviewing and assessment techniques he introduces his groundbreaking POWER Staffing System TM an innovative method developed to address all of the problems and inconsistencies typically involved in the hiring process Based on Adler s extensive experience as both a headhunter and an executive level manager this practical and easy to follow approach consists of five distinct steps Performance based job descriptions defining superior performance Objective evaluations conduct a complete objective assessment with only four questions Well developed sourcing plans you need to see top people to hire top people Emotional control overcoming emotional reactions and remaining objective Recruiting effectiveness negotiating and closing an offer on your terms Packed with a wealth of invaluable tips and helpful exercises as well as useful checklists and revealing benchmarks Hire with Your Head is an indispensable hands on guide every manager can use to attain hiring success *Black Enterprise* ,2007-02

The British National Bibliography Arthur James Wells,2007 [Journal of Career Planning & Employment](#) ,1998

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the Hiring Process Lou Adler, 2025-07-25 Unlock a proven blueprint for modern hiring success in Integrating Performance Management into the Hiring Process Legendary recruiter and performance based hiring pioneer Lou Adler delivers a bold practical guide designed for leaders managers and HR professionals who want to raise the bar on talent starting from the very first interview Drawing from Adler s acclaimed methods and his popular LinkedIn Learning course this full color hardcover edition gives you a front row seat to the Performance based Hiring revolution You ll discover how to Build job descriptions around real results not laundry lists of skills Attract assess and win over high potential diverse candidates Use structured interviews and objective scorecards to predict and measure quality of hire Seamlessly connect hiring onboarding and performance management for long term success Packed with practical tools clear checklists and real world case studies this book isn t just about making better hiring decisions it s about transforming your organization from the ground up If you re ready to hire grow and retain outstanding talent in a changing world Integrating Performance Management into the Hiring Process is your definitive guide Make your next hire your best hire every time **High-Impact Hiring** Joseph G. Rosse, Robert A. Levin, 1997-08-25 A simple yet comprehensive framework for hiring exceptional people and tying the hiring decision into the purpose and work of the organization In clear cut terms the authors guide the reader through the procedures and sequences for applying the right hiring tools in the right ways for the right tasks *Workforce* , 2007

Bottom Line Business , 1998 **Software Development** , 2005 **National Petroleum News** , 2004 *Cumulated Index to the Books* , 1999 **Avoid Employee Lawsuits** Barbara Kate Repa, 1999 Clarifies legal regulations and offers advice on re evaluating hiring firing and workplace policies including sexual harassment violence prevention and record keeping

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