

4 WAYS TO TAKE THE EMOTION OUT OF RECRUITING

1.

Use structure to aid objectivity



Make sure you have highly structured processes to try and reduce decision-making biases. (Use our **3 things to do before you interview** cheat sheet to help develop these processes.)

2.

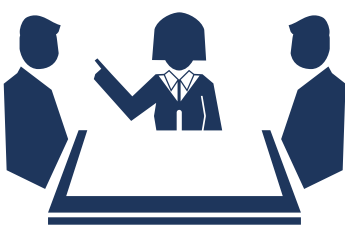
Try before you buy



Think of a simple way to experience the candidate 'at work' before you commit. This is good for the candidate too, and will invariably provide you with great insights.

3.

Seek support



Use internal or external advisors to help provide more objectivity. For senior appointments, it helps to involve a trusted external advisor.

4.

Use psychometric assessments



Don't be afraid to use psychological assessment in the recruiting process to assess how a person may 'fit' with your business.

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