

# Getting & Keeping The Good Ones!

Region 4 & 6 Regional Conference

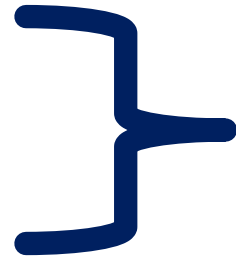


**THE KRIZNER GROUP**  
AN EMPLOYMENT LAW BOUTIQUE

June 2017

# Interviewing Strategies to Get the Right Fit

- ▶ Technical Skills
- ▶ Behavior Traits



Cultural  
Fit



# Technical Skills

- ▶ Interview Questions
- ▶ Skills Assessment
- ▶ Checking References

# Behavior Traits

## ▶ Interview Questions/Reference Information

- ❖ Gets Results
- ❖ Influences Others
- ❖ Displays Leadership
- ❖ Seeks Continuous Learning
- ❖ Demonstrates Competency



**HIGH  
PERFORMER**

# Sell it!

- ▶ Prepare
- ▶ Engage
- ▶ Close



Hire  
Slow

# Cultural Fit

- ▶ First Impression
- ▶ Evaluation Time



# Cautionary Tales

- ▶ Failure To Hire Claims
- ▶ Social Media
- ▶ Don't Ask!
- ▶ Interview Notes







New Hire

Measurement

Engagement

# Performance Evaluations - Why Do Them?

- ▶ Improve Communication
- ▶ Reinforce Effective Behavior
- ▶ Correct Ineffective Behavior

# Employees Need to Know

- ▶ What is expected
- ▶ How to improve



# The Review Discussion Meeting

- ▶ Ask Open Ended Questions
- ▶ Allow the Employee to Elaborate
- ▶ DON'T ARGUE
- ▶ Constructive Criticism



# KEYS TO ENGAGEMENT



# KEYS TO ENGAGEMENT

 Trust

 Truth

 Communication

 Mission

 Inspiration

 Value

 Advancement

 Visibility

# Thanks!

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