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DISCOVER THE 7 KILLER MISTAKES THAT ARE UNWITTINGLY PUTTING OFF TOP PERFORMING CANDIDATES FROM JOINING YOUR FIRM



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*“Get the right people on the bus....
Once you have the right people in place,
figure out the path to greatness.”*

– Jim Collins - Good to Great

Top Performers Boost Your Bottom Line

As many of you are well aware, your top performers can be the difference between a company that is successful and a company that is not. But, you may not be able to convince the top performers to join your firm.

What are the implications for the firm, if you are unable to attract the top performers?

What are the implications for you as the Hiring Manager, if you don't attract the best?

Did you know that the Top Performers Are Always Looking

Recent research from a leading Search firm stated that, “40-50 percent of top performers are actively looking for a job.” This percentage is significantly higher than middle or low performers.

If they are looking, what are you doing to ensure you attract them to your firm?

Before you embark on a campaign to attract the best, please read this document and ensure you stay ahead of your competitors.

Top performers are different than average performers, both on the job and how they look for a new one. Simply defined, a top performer is a person who consistently exceeds expectations.

While you might be able to determine a person's potential to be a top performer in 30 days or so, it takes at least a few months to determine if a person is a top performer. This has to do with motivation, team skills, and the consistent achievement of results.

Discover the 7 Killer Mistakes that are unwittingly putting off top performing candidates from joining your firm.

1. No Job Specification

How often have you given a search firm a job order, without a job spec and then become extremely frustrated when the candidates put forward don't match what you are looking for. How do you think the candidate feels? To them, it is a complete waste of time and energy attending an interview that they're totally unsuitable for.

The best job descriptions don't just outline duties, responsibilities, and necessary skills. They also articulate how you want the work to be done, and the moral climate in which the company operates. If you're a fiercely competitive company that likes to pit teams against each other, say so. If customer or patient care is critical, don't assume that a candidate's empathy is a given. I'd say the how often matters more than the what, but it's so hard to measure that most people prefer to ignore it. Do so at your peril!

2. Be aware of the Internal Team

An advert is placed online that details the precise specification that you are seeking for this new role. You are inundated with enthusiastic candidates who are keen to be interviewed....

Then HR ask.....

“Are you sure there isn't any internal talent that could be considered for a development opportunity like this?”

Doh!!!

How do think the external candidates view the situation when they are told, “sorry the position is no longer available as it has gone to an internal candidate.”

And when you consider that internal hires tend to do better than outsiders, promoting from within can significantly reduce your risk. You want to encourage and nurture the talent you already have, so work hard to discover what you have before you go looking for more. Besides which, it will certainly reduce your hiring cost and go a long way to retaining talent within your business and not losing it to your competitors.



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3. Align your values with your hiring process

Here is a List of the top values Employers Look for in Employees.

- Strong work ethic
- Dependability and responsibility
- Possessing a positive and 'can do' attitude
- Adaptability
- Honesty and integrity
- Teamwork

There's no point saying teamwork is important and then letting one person make the hiring decision. If you say you value instinct, then doing a wide array of personal and professional assessments probably isn't the way to go either. If you value creativity and risk-taking, don't set ridiculously hard problems that humiliate the people who can't solve them.

If the values of the firm don't match that of the candidate, no amount of money will get them to change their mind to join your firm. If they do join you, it won't be for very long, which will be more damaging than them not joining at all.

4. Lacking an Objective Approach

Every HR professional argues that interviews don't work as everyone is so hopelessly biased that, however lengthy the interview process, results are just too subjective. Bring in a professional assessor who can match evaluations to the skills and qualities you are looking for. Using an outside assessor can save you from yourself, because they won't be swayed by likeability.

5. No Leading Edge Toys

When looking to attract technical people, the latest technology will attract them to your firm, of course for sales people, a strong leading edge product will mean more sales and greater commission. What if your product or service is not considered leading edge? There are other factors that are just as critical to attracting the best.

Environmental factors such as caliber of management, no "A star" candidate wants to work for a "B grade" Manager.

6. Not Wanting to be rewarded accordingly

The amount of times a Hiring Manager will request a top performer, but are not be prepared to pay the top salary. That just doesn't work.

Hiring Managers that do not understand this are destined for failure when it comes to attracting the best, as it is vital that good people get the good salaries.

In addition, profit share and bonuses, as well as other parts of the package play a key role. Rewards are not always monetary, simply telling someone they are doing a good job and giving positive feedback is rewarding and motivational. If you want a team that will break through brick walls for you, they need to know it is appreciated.

7. Lack of Training and Development of the team

I am sure you have heard this before.

MD asks the VP Sales, "What happens if we invest in developing and training our consultants and then they leave the company?"

VP Sales answers, "What happens if we don't, and they stay?"

Top performers are top performers for a reason; they work at it, so offer and provide continuous training and development.



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How to Find the right Search Firm For you

When you've got an important position to fill, and you are considering using a Search firm, here are some questions you must ask to maximize your chances of success in finding the best.

Which search firm should you choose?

There are an overwhelming number of search firms out there, everything from big international agencies to small, local and boutique firms. Before you engage a search firm, it's important to understand whether they are up to the job.

7 Questions you must ask the hiring firm before you engage them.

1. What is your money back guarantee, should it not work?
2. What experience do you have in this sector?
3. When timelines are agreed and what are the implications should you fail to adhere to them?
4. What methods will you be using to ensure we attract the best in the industry?
5. Will you interview all candidates face to face?
6. Will you carry out all reference checks prior to first interview?
7. What evidence can you show to demonstrate your level of success in the sector?

The one question Search firms dread been asked:

What's your employee turnover rate over the last 12 months?

Understanding the How's and Why's

Recruiting top performers starts by understanding that how and why these people decide to look for another job, and accept one offer over another is different than the average performer.

Most sourcing and recruiting processes ignore this fundamental concept. Evidence has shown that this is the root cause of why so many companies are finding it far more difficult and more costly than necessary to attract the best people possible.

About Us

Job Fitts Consultants are a specialist provider of professional Recruitment Services for the Financial Services sector and related suppliers in Australia. For our clients, we recruit a breadth of operational roles at all levels from; HR, Accounting, Marketing and Customer Service/Frontline.

The world of staffing and recruitment is changing. In today's financial marketplace, continuous organisational growth, at a profit, is a critical deliverable. Companies, therefore, want to hire the right employees who are technically capable, enthusiastic and a fit and a match for their culture; efficiently and first time.

This is where Job Fitts excels. We have over fifteen years successful experience recruiting for the financial services sector and their suppliers using our unique multifaceted approach.

Your Next Actions

Connect with us in multiple ways.

You can connect with either of us on multiple social channels including LinkedIn and Facebook.

All the links are below:



<https://www.linkedin.com/company-beta/6471098/admin/updates/>



<https://www.facebook.com/Jobfitts-113913255962427/>



<https://twitter.com/Jobfitts1>

To schedule a 15 minute phone call [click here](#)

Best wishes

Amrutha L Murali

Amrutha L Murali

Managing Director - JobFitts Consultants

[BIO – Amrutha L Murali](#)



P.S. We can help you take your Recruitment Strategy to the next level.



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Our Vision

Our purpose is to develop long-term business relationships based on a distilled understanding of our clients' culture and goals and the most important asset, its PEOPLE to create a successful FIT.

What our clients say

Davidson Trahaire Corpsych

Since engaging your services I have been thoroughly impressed with all aspects of your recruitment process. As you know, DTC roles in which I have engaged your assistance provide their challenges in terms of salary, complexity and roster.

I feel as though you really understand the challenges of recruiting for the role and you expertly target the appropriate candidates to ensure a consistently high level of applicant is put forward for me to review.

We have had many successful team members join through your assistance and I look forward to continuing to work with you in the future.

Matthew Purcell,
Contact Centre and Resourcing Manager
Davidson Trahaire Corpsych

CLIPSAL

Since using JobFitts Consultants, Clipsal Australia has grown and taken a positive direction in creating a successful customer service team. The evidence of this is visible in many ways. For example when resourcing new employees, we look for hardworking dedicated people, with the right experience and JobFitts has certainly brought forward the right candidates.

Sue O'shea, Customer Care Manager NSW
Clipsal

Teachers Mutual Bank We put you first

We have found JobFitts Consultants to be a most professional service, without the 'hard sell' of many other recruitment agencies. Staff at JobFitts are well connected and have good follow through for all candidate placements.

Marco Sicurella, Senior HR Manager
Teachers Mutual Bank

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My role is GM of Distribution and we use the service of Amrutha for the majority of our distribution staffing requirements. I find Amrutha very well connected within the finance industry and we have enjoyed a high number of successful hires from colleagues that Amrutha has presented to us. I would highly recommend Amrutha's services for anyone looking for high quality applicants within the Finance Industry.

Mark Hudson, General Manager Distribution
Police Bank Ltd.



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