

2. Detailing the Talent Search Process

Have you Defined the Position?

Who should be involved in the interviews?

- Hiring manager
- Human resources
- Other stakeholders (i.e. peers, subordinates, leaders)
- Final decision maker

What are the types of interviews to consider?

- Telephone
- Video
- On-site
- One-on-one interviews
- Panel interviews

Should pre-employment personality assessments be considered?

- Types of personality assessments to consider
- Identify personality assessments to engage

Are pre-employment screenings necessary?

- Reference checks
- Background checks
- Drug screening

What is the timeline?

- Candidate research
- Interviews
- Offer and acceptance
- Transition
- Onboarding

Have you established standard work?

- Your goal should be to create a best practice to be used each and every time.
- This process should ultimately manage internal stakeholder's expectations along with candidate's.

Why use TYGES?

- Real Experience
- Process
- Network
- Flexibility

What's Next? Preparing for Interviews