

HIRE SMARTER

Tips, ideas and suggestions on how to keep your hiring process on course



The things that come to those who wait will be the things left by those who got there first...

Hiring Tip

Looks can kill...

Relying too heavily on first impressions: This is one of the easiest hiring mistakes to make (And is often hardest to catch yourself doing it). Imagine, it's 4:00p, you have interviewed umpteen candidates for a position and reception calls to tell you your next candidate is here for their interview. First, you're impressed they're on time. You go out to greet them, get a firm handshake and are pleased to find the candidate looking you straight in the eye. Next you observe there are no visible tattoos or body piercings, so your brain starts thinking. "This is the one!" We're all trying to find the 'perfect' candidate so when one comes in who looks like they could do the job, it triggers a natural tendency to veer off process and start asking easier questions. Usually the hiring manager doesn't even realize they're doing this but I have seen interviewers go from "throwing high, inside fastball" questions to "slow-pitch softball" questions when they meet that candidate who looks the part. Just because a candidate appears to come right out of 'central casting' doesn't mean they can deliver the results you need. The hiring process needs to be rigorous and systematic in order to keep a first

Tip for the Executive

Size matters

A couple of tips for the executive in transition or starting a job search. A simple tip for when you are revising your resume. Look at the whole first page of your resume, would you want to read it or does it look like the fine print on your credit card statement? A recruiter may review dozens of resumes a day on a search, so you want your resume to look easy to read. Don't cram so much information onto a page that there is no white space. Also, don't make the type font so small people will strain

impression from driving the interview. Otherwise, the best actor gets the job, not the best worker.

Hiring Tip: Stick to the script.

The best way to avoid the first impression problem is to have written questions that you ask every candidate and always probe for details on their responses.

Recent Assignments/News

New Client: Recently Hagerthy & Co was engaged to find a new Central Regional Sales Manager for D&D Technologies. D&D is dedicated to the design and manufacture of top-quality, state-of-the-art child-safety gate hardware products. They are the world's number one manufacture of polymer gate hardware and they are among the top recognizable brand names in the fencing industry. They are known for their innovation and have won several prestigious design awards for their gate latch technology. They are a growing global company with distribution throughout the Americas, Europe and Australia.

They gave me an impressive demonstration of their gate hardware and how difficult it would be for a child to open a pool or playground gate with their hardware on it. The demonstration took about 30 minutes which is how long it was before someone came back to let me out...Seriously, if you have a pool this is the hardware you should have. Check them out at: www.ddtechglobal.com

Links to Look For

Read about Hagerthy & Co's [Complementary Assessment](#) of your company's hiring systems.

Visit the [Hagerthy & Co](#) web site for more tips on hiring or contact Mike Hagerthy at mike@hagnco.com.

their eyes to read it. I know, we can enlarge it, but it just shows you aren't thinking about your reader.

LinkedIn: There are volumes written about how to maximize your visibility on this networking site, but here's a simple tip that, amazingly, many people miss. If you're in transition or looking to make a job change, ***make yourself as easy to reach as possible.***

Under Personal Information or Contact Settings, make sure you have your email and/or a phone number listed so that most anyone can see it. Join some groups, be an Open Networker, make it easy for people to contact you. The way their system works, unless you are "connected" to someone they cannot see your contact information unless you provide it openly in your profile. LinkedIn actually advises against this, but as a recruiter I can tell you the easier it is for us to reach you, the more likely it is that we will contact you.



Hagerthy & Co.

Executive Search/Training/Consulting

Keep your hiring on course

*Hagerthy and Co. is your hiring partner.
Call us when you need to find top quartile candidates for your management
positions or when you want to develop an internal hiring process that will
consistently bring you excellent people throughout your organization.*

609 Deep Valley Drive, Suite 200
Rolling Hills Estates, CA 90274
(310) 265-4406