



3 STEPS

EVERY EMPLOYER CAN TAKE TO HIRE
WITH COMPLETE CONFIDENCE

WHAT IS THE SECRET BEHIND HIRING AN EMPLOYEE WITH HIGH RETENTION AND PERFORMANCE?

Answering this question has been our quest for decades, and after countless hours, thousands of successful placements, and numerous trial & errors, we got our formula perfected.

We call it the Talent Activation Process (TAP). With TAP in place, hiring managers can confidently say goodbye to:

01.

*Feeling embarrassed
after a new hire quits
suddenly.*

02.

*Hiring a poor
culture fit.*

03.

*Eating the cost
of a bad hire.*

Our time-tested formula boils down to three central components that, when used in unison, will help you hire with complete confidence.

**THE COST OF
RECRUITING,
HIRING,
& ONBOARDING**

a new employee can be as much as

**Source: Link Humans*

\$240,000

COMPANY FIT

The TAP's first step is to ensure your candidate shares the same values and vision of your organization. Employees that share a unified goal are much more likely to succeed than those who don't. Here are 3 questions to ask yourself to confirm if the candidate will be right for the company:

01.

Are they going to thrive under your leadership style?

02.

Will they mesh well with your company's internal work/life blend?

03.

Does your company's core values align with the candidate's core values?

JOB / SKILL FIT

The second step of the TAP is to see if the candidate has the soft and hard skills required to do the job. Here are a few tips to hone your process:

01.

PRIORITIZE TANGIBLE SKILLS

Identify four or five core skills necessary for the job and make them the top priority in your searching process.

02.

LOOK FOR EXPERIENCE WITH SPECIFIC TOOLS & TECHNOLOGIES

Think of the technology your hire would use day in and day out. For example, if they would be spending most of their day in Salesforce, hiring a candidate who already has Salesforce experience will drastically cut the ramp-up time.

03.

FAMILIARITY WITH YOUR INDUSTRY

Candidates with direct experience and connections within your industry are much more likely to make a stronger fit. For example, if you're looking to build up an outsourced marketing team, you'd want to find a candidate that already has a network of outsourcers they've worked with.

43%

OF RESPONDENTS SAID THEY MADE A BAD HIRE because they felt they needed to hire someone quickly.

**Source: Career Builder*

CAREER FIT

The last step of the TAP is all about answering the question, "Can your business support the short-term and long-term career aspirations of the candidate you're interviewing?" Consider the example below:

Your business is looking to hire a Director of Engineering that would report to your VP of Engineering, who you just promoted. Upon interviewing candidates, you find one that shares your company's same values & vision and has the technical chops needed for the job. In the final interview, you ask what their career ambitions are, and they respond, "I'd like to be a VP of Engineering in a few years." While this is a great career goal, you just promoted someone into that position. You hire the Director of Engineering anyway only to find that they leave your company for a VP of Engineering role after two years.

Just by asking the question, "Where do you want to be in 3-5 years?" can help uncover if the candidate will have long-term success at your company. This last step of the TAP is crucial, especially considering a bad hire's financial burden and the associated onboarding costs.

**STRONG ONBOARDING
PROCESSES IMPROVE
new-hire retention by**

**Source: G2*

82%

and productivity by over 70%.

HIRE WITH CONFIDENCE

Versique is one of the largest recruiting and staffing firms in Minnesota. We partner with our clients for:

- Permanent placement roles
- HR contract solutions
- Executive retained recruitment

Our award-winning team has a proven track record of delivering exceptional talent acquisition services, including over 300+ placements 2020. The Versique team has a rare blend of functional, industry, and recruiting experience; our 25+ search professionals combine for over 400 years of experience recruiting within their industries and have earned a placement success rate of 99%. At Versique, we mean what we say: we're here to help you hire with confidence.

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