

360 VS 180 - WHO'S YOUR FIRST HIRE?

Before looking at the recruitment models and deciding which one's the right fit for your first hire, you need to make an important decision. What is their purpose? Do you -

- Need someone to take on the bulk of work for you and support?
- Or do you need someone that can contribute to business growth at a higher level?

The most important thing is that you achieve your strategic goals, so what model fits your plans?

Ask yourself:

1. How many resumes, social profiles, names, etc., you have to identify to result in 1 hire?
2. How efficient your sourcing/recruiting/hiring process is?
3. How many candidates do you need to submit to fill your position?
4. How more effective messaging/engagement strategies and tactics can measurably improve your efficiency?
5. The # of hires per month a sourcer/recruiter can affect per month based on their daily activity?
6. How many sourcers/recruiters you need to achieve a target # of hires per month?

360 VS 180 - WHO'S YOUR FIRST HIRE?

360

- Client management
- Identifying client needs
- Securing clients
- Sourcing
- Generating & shortlisting candidates
- Manage and conduct the full interview process
- Negotiate contracts

Qualities required:

Reliability
Availability
Experience
Speed
Attention to detail
Decision making
Distributive focus

180

- Identifying client needs
- Sourcing
- Generating & shortlisting candidates
- Managing the process

Qualities required:

Availability
Speed
Attention to detail

360 VS 180 - WHO'S YOUR FIRST HIRE?

Scoring mechanism

5★ – Excellent 4★ – Good 3★ – Average 2★ – Below Average 1★ – Poor

- Baseline Selling Skills -
- Communication Skills -
- Attitude -
- High level fit -
- Relationships -

- Complex selling skills -
- Informal leadership -
- Executive building skills -
- Prospecting -
- Business acumen -
- Industry knowledge -

- Cultural fit -
- Leadership/ Growth potential -
- Critical thinking skills -
- Business assessment skills -
- Compensation alignment -

360 VS 180 - WHO'S YOUR FIRST HIRE?

General Assessment:

5★ – Excellent 4★ – Good 3★ – Average 2★ – Below Average 1★ – Poor

- Does the candidate have the appropriate educational qualifications, training, or technical skills for this position?
- Does the candidate have relevant work experience or experience that matched the skills needed to perform the role?
- Is the candidate able to highlight their strengths and articulate how said strengths will help them in the position?
- Does the candidate have a clear answer when asked about their long-term career goals?
- Is the candidate able to point to past disagreements in the workplace that was handled with professionalism and showed resolve?
- Is the candidate able to explain and articulate what motivates them both at work and in life?
- When asked to explain a past mistake they have made at work, does the candidate have a clear answer that shows rectifying the mistake and growth?
- Is the candidate able to explain why they are interested in working for you?
- Final comments and thoughts.