



Who to employ next

AND

HOW TO DO IT WELL



Welcome to *CMR RECRUITMENT*

CHARLIE RYAN IS YOUR EXPERT,
EXPERIENCED IN HANDLING ALL OF YOUR
RECRUITMENT NEEDS



Welcome to *the Profile People*

JOHN SHENTON IS YOUR PROFILER

YEARS OF EXPERIENCE INTERNATIONALLY HIRING THE
BEST PEOPLE

HAVING COMPLETED OVER 5000 DISC PROFILES

Have you
been taught
how to
interview?

Do you have a
full
understanding
of the job role
and what does it
contain?

Do you have an
understanding
of what it will
cost if you get
the decision
wrong?

How big a risk is
it to the
business if you
employ the
wrong person?

Is all this down
to you?

What information comes into play?

The hard skills that the job needs to be done well

The soft skills that the potential employee brings to the team they will work with

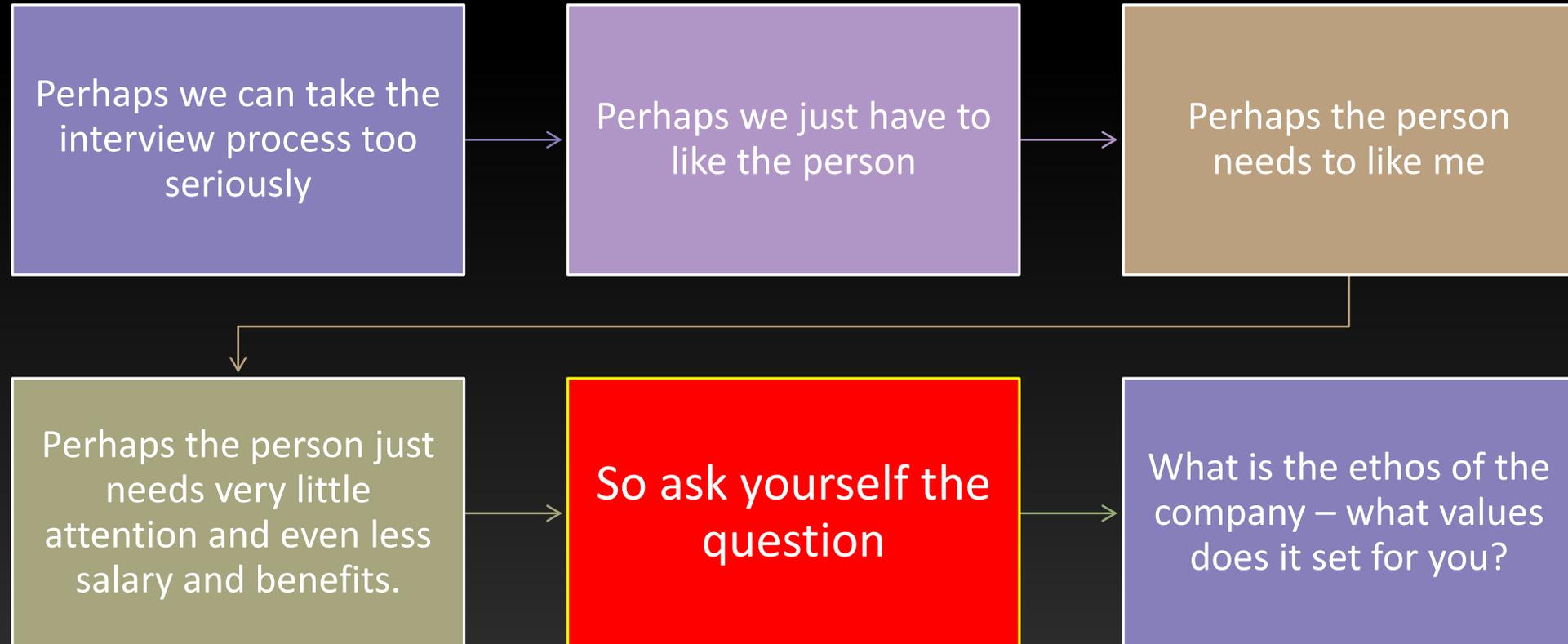
The make up of the existing team and how it works well together

How the role this person will play will fit into the style of the company overall

Where this person will fit or grow into the hierarchy of the company

How the company operates locally, nationally and internationally.

Is this really true for the “car park attendant”?



And so to the interview

Is this about you or them?

You might know what you expect and need from an employee?

What do they expect from you and your company?

Who has the most information about the person you are about to interview

What does the interviewee need you to know in order to get the job?

Everything?

The least possible?

The bits they think are important?

All of the bits that are going to benefit you and them?

Is it any wonder.....

How many times we get it wrong

How many times have we had to start all over when this employee left because they did not fit

How many times have we spent money and time training and re training this person

How much business have we lost because of mistakes made by this person

How much damage has this done to our credibility

Let's break
the
challenge
down into
component
parts

The job
Description

The hard skills

The soft skills

The limits of the
employment
contract

What the
company has to
offer the recruit

How much can we predetermine on both sides?

01

Make sure the candidate has seen the job description and understands it

02

Make sure they have the required hard skills and are able to display these or be tested on them

03

Make sure they have the soft skills by pre-testing for these

04

Make sure we understand what their previous employer might say about them

05

Make sure we understand what they expect from an employer

How much should we do ourselves?

The business has a reputation to maintain



The interviewing Manager only needs to see a maximum of three potentials



The candidate does not need to travel miles if they do not understand the details



There are professionals who can take a large slice of this pie to make it simpler for you

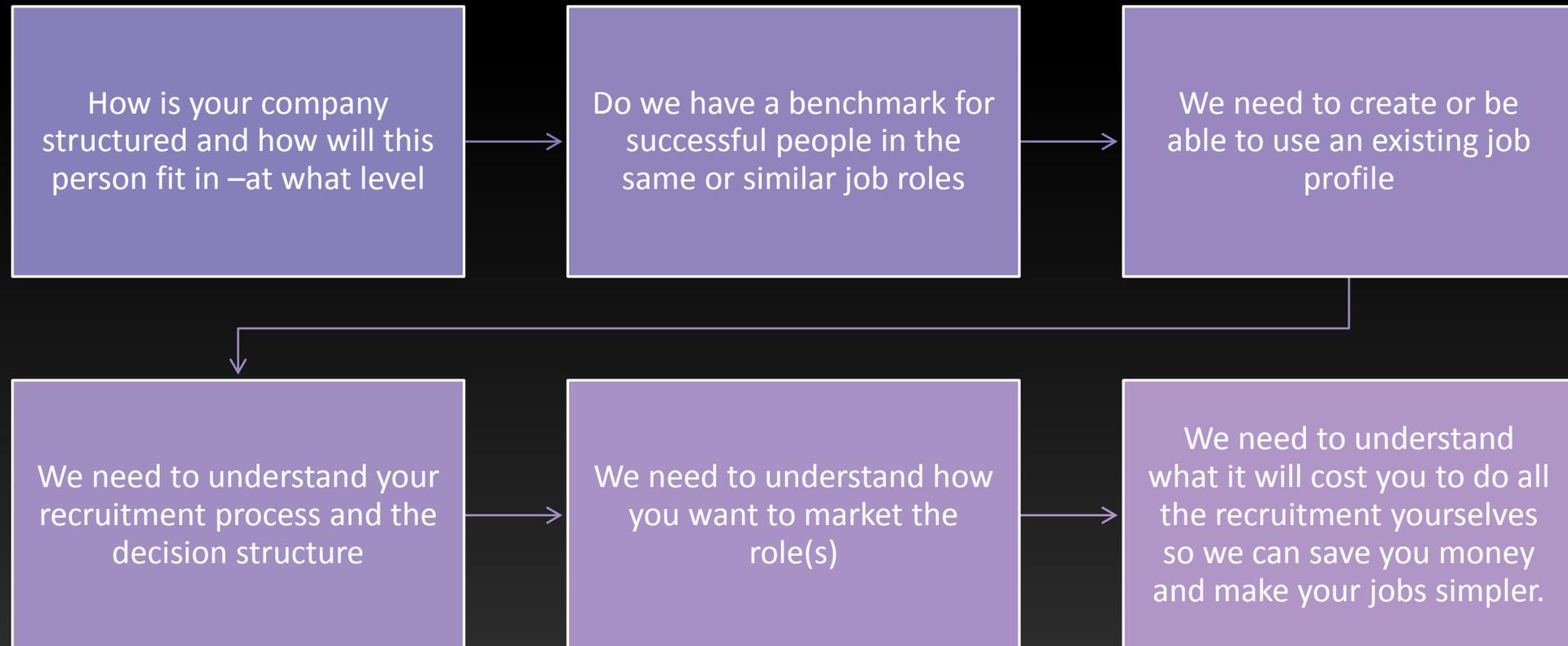


Profile



CMR

What information do we need?



What tools do we use?



DISC Profiling for job description and soft skill assessment in conjunction with one to one feedback to ensure agreed assessment.



The Profile People online pre question tool to present the interviewee and interviewer with predetermined discussion points that are relevant in an objective way.



Job Description outlines that can be used as a design tool for the business overall.



Access to recruitment sites to promote job vacancies.



Team assessments using DISC to create a success-based history of existing employees.

Contact us today:
johns@profile-p.co.uk
charlie@cmrconsultancy.co.uk

Get your personal DISC profile with one to one feedback so that you can make an informed decision about the value of our services.

Value - £165

We offer one free profile to any member of your senior management team involved in the interview process.