

# HIRE WITH YOUR HEAD

A RATIONAL WAY TO MAKE A GUT DECISION  
LOU ADLER

# Hire With Your Head A Rational Way To Make A Gut Decision

**Mike Jess**



## **Hire With Your Head A Rational Way To Make A Gut Decision:**

**Hire With Your Head** Lou Adler, 2002-10-15 Find the right candidate for the job every time Adler's insightful new POWER hiring methods enable managers to attract, assess and recruit the best candidates through the integration of online tools and offline behavior modifications. New information on hiring and the Internet, diversity and legal compliance issues is included.

**Hire with Your Head** Lou Adler, 1998-09-07 Introducing the POWER Staffing System™, an innovative approach that addresses the problems and inconsistencies typically involved in the hiring process, this indispensable new resource shows you how to use reason, not emotion, to make smart employment decisions. The POWER approach to hiring detailed in this book is a pragmatic, performance-oriented process that will be invaluable for future searches.

Denny Brown, President, Clarkson University: Lou Adler brings a results and performance focus clearly into the hiring process and has produced a useful and practical guide that will help entrepreneurs and managers alike avoid costly people mistakes. Hire with Your Head is the POWER approach to hiring effective employees and is destined to become the people's choice.

Dr. Alfred Osborne, Director, The Harold Price Center for Entrepreneurial Studies, The Anderson School at UCLA: Lou Adler's insights regarding focusing on results and measuring objectives instead of emotions is invaluable. A must-read for every manager committed to hiring the best.

Louise Wannier, President and Founder, Enfish Technology Inc.: A primary issue facing all our CEO members is the finding and retaining of excellent key people. The hiring effort needs serious attention, and Lou Adler's strategies and techniques are systematic and effective. His approach has helped many of our members.

Bill Williams, President, TEC: an international organization of CEOs. There is nothing more important to your success than hiring great people. Nothing from Hire with Your Head. When it comes to hiring, particularly in today's competitive business arena, it's important to remember that you're only as strong as your weakest link. As such, it's crucial you avoid recruiting links that may adversely affect your organization in any way. Though there aren't any foolproof methods of knowing exactly how job candidates will work out, there are precautionary measures you can take to eliminate from your list those who definitely won't.

Written by veteran headhunter Lou Adler, this unique resource arms you with the tools necessary to sidestep potentially costly mistakes by judging more accurately who fits the bill and who doesn't. Most managers understand the importance of hiring wisely, but many fail to do so, falling into the all too common trap of choosing prospective employees based solely on gut reaction. As Adler points out, this strategy, while occasionally productive, is often ineffectual. First impressions based on emotions, biases, chemistry, personality, and stereotyping cause more hiring mistakes than any other single factor. The key to dodging this pitfall is to use reason, not emotion, to guide your hiring decisions. In this invaluable new guide, Adler illustrates how to Hire with Your Head, showing you how to focus more on candidate performance and less on your own impulses. Covering the fundamentals of sound hiring, including proper interviewing and assessment techniques, he introduces his groundbreaking POWER Staffing System™, an innovative method developed to address all of the problems and inconsistencies typically

involved in the hiring process Based on Adler s extensive experience as both a headhunter and an executive level manager this practical and easy to follow approach consists of five distinct steps Performance based job descriptions defining superior performance Objective evaluations conduct a complete objective assessment with only four questions Well developed sourcing plans you need to see top people to hire top people Emotional control overcoming emotional reactions and remaining objective Recruiting effectiveness negotiating and closing an offer on your terms Packed with a wealth of invaluable tips and helpful exercises as well as useful checklists and revealing benchmarks Hire with Your Head is an indispensable hands on guide every manager can use to attain hiring success *Effective Management of Student Employment* David A. Baldwin, Frances C. Wilkinson, Daniel C. Barkley, 2000-01-15 Building on proven methods of effective supervision this book offers academic librarians a practical guide for the day to day challenges that arise in supervising student employees The authors describe the roles of employees and supervisors and review general management principles They then explain how to organize for student employment Hiring compensation orientation and training and supervision strategies are covered in addition to common problem areas performance appraisal employee employer rights corrective discipline and termination procedures A revision of Baldwin s *Supervising Student Employees in Academic Libraries* Libraries Unlimited 1991 this new work has been thoroughly updated It contains a complete list of job descriptions and detailed information on funding Answers to frequently asked questions and a glossary of financial aid terms conclude the book Haldane's Best Resumes for Professionals ,2000 Outlines the principles of writing an effective resume that will attract the attention of potential employers *Journal of Career Planning & Employment* ,1998 **Mapping Motivation** James Sale, 2017-05-15 Ever wondered what motivation is and why organizations do not and cannot until now measure it James Sale tackles the question of what motivation is why we need it and what happens when we don t have it He defines and measures motivation from an individual team and most critically organizational or workplace point of view and he introduces the reader to the core concepts of how it relates to fundamental issues such as performance and productivity and its role in a number of key management functions team building performance appraisal leadership development engagement and change management Motivation is a core aspect of all people development initiatives and programmes if we wish them to succeed Based on over ten years of research into motivation and performance James created Motivational Maps the first and only accurate diagnostic tool that describes measures monitors and maximizes motivation and performance through an easy simple to use online questionnaire that takes only 10 minutes to complete and which readers have access to Mapping Motivation therefore is the definitive book on motivation its language and metrics written by its creator are full of knowledge insight and practical tips this will appeal to leaders managers HR specialists trainers coaches consultants and visionaries around the world who wish to engage with people development and productivity in a new dynamic way *Developments* ,1999 Managing to Stay Out of Court Jathan Janove, 2004-12-15 In the past 20 years the number of employment

discrimination cases has increased by more than 2 000 percent This practical guide helps companies avoid the most common types of employment lawsuits through the development of strong people management skills HRWire ,1999 TRM BrassRing Staff,2002-09 **Cumulated Index to the Books** ,1999 **Hiring** C. J. Prince,2004 **Contemporary Times** ,1998 **Bottom Line Business** ,1998 **Guia de sobrevivência na selva empresarial** Augusto Carneiro,2009-01-23 Quem trabalha em uma corpora o bombardeado com grande quantidade de mensagens a maioria n o verbal sobre a maneira certa e a maneira errada de fazer as coisas acontecerem Os executivos principalmente os mais jovens precisam interpretar rapidamente esses sinais aprender o caminho das pedras e n o s sobreviver mas tamb m idealmente prosperar E tudo isso no meio de uma competi o com os pares fruto da atual crise global de talentos Diante desses desafios necess rio que eles consigam uma ferramenta que lhes permita sobreviver na selva empresarial E este dicion rio estruturado para consultas r pidas o manual de que eles precisam **Index de Périodiques Canadiens** ,1999 **MSDM ERA MILENIAL :**

**Pengelolaan MSDM yang Efektif untuk Generasi Milenial** Ahmad Muktamar,Dede Hertina,Rini Ratnaningsih,Syaepudin Syaepudin,Hendra Syahputra,Tengku Ine Hendriana,Masruroh Masruroh,Ramadhian Agus Triono Sudalyo,Tinjung Desy Nursanti,2023-11-15 Buku berjudul MSDM Era Milenial Pengelolaan MSDM yang Efektif untuk Generasi Milenial adalah sebuah panduan penting bagi perusahaan dan praktisi sumber daya manusia yang ingin memahami dan mengelola generasi milenial dengan efektif di lingkungan kerja modern Penulis memulai dengan memperkenalkan generasi milenial mengungkapkan siapa mereka dan nilai nilai yang mendasari perilaku mereka di tempat kerja Buku ini mengulas beragam topik mulai dari analisis kebutuhan SDM di era milenial hingga tren masa depan dalam MSDM memberikan wawasan mendalam tentang bagaimana mengelola generasi milenial dalam organisasi Buku ini juga membahas strategi rekrutmen yang menarik milenial menciptakan budaya perusahaan yang konsisten dengan nilai nilai mereka manajemen kinerja yang sesuai dengan generasi milenial hingga manajemen konflik dan retensi Selain itu penulis menggambarkan peran transformasi teknologi dalam MSDM menjelaskan bagaimana teknologi dapat dimanfaatkan untuk berinteraksi dengan generasi milenial secara lebih efektif Dengan fokus pada adaptasi dan pemahaman terhadap karakteristik unik generasi milenial buku ini membantu perusahaan untuk tetap relevan dan sukses dalam mengelola sumber daya manusia di era yang terus berubah **Black Enterprise** ,2000-02 *Software Development* ,2005 *Business Periodicals Index* ,1998

This book delves into Hire With Your Head A Rational Way To Make A Gut Decision. Hire With Your Head A Rational Way To Make A Gut Decision is a crucial topic that must be grasped by everyone, from students and scholars to the general public. The book will furnish comprehensive and in-depth insights into Hire With Your Head A Rational Way To Make A Gut Decision, encompassing both the fundamentals and more intricate discussions.

1. This book is structured into several chapters, namely:
    - Chapter 1: Introduction to Hire With Your Head A Rational Way To Make A Gut Decision
    - Chapter 2: Essential Elements of Hire With Your Head A Rational Way To Make A Gut Decision
    - Chapter 3: Hire With Your Head A Rational Way To Make A Gut Decision in Everyday Life
    - Chapter 4: Hire With Your Head A Rational Way To Make A Gut Decision in Specific Contexts
    - Chapter 5: Conclusion
  2. In chapter 1, this book will provide an overview of Hire With Your Head A Rational Way To Make A Gut Decision. This chapter will explore what Hire With Your Head A Rational Way To Make A Gut Decision is, why Hire With Your Head A Rational Way To Make A Gut Decision is vital, and how to effectively learn about Hire With Your Head A Rational Way To Make A Gut Decision.
  3. In chapter 2, this book will delve into the foundational concepts of Hire With Your Head A Rational Way To Make A Gut Decision. This chapter will elucidate the essential principles that must be understood to grasp Hire With Your Head A Rational Way To Make A Gut Decision in its entirety.
  4. In chapter 3, this book will examine the practical applications of Hire With Your Head A Rational Way To Make A Gut Decision in daily life. The third chapter will showcase real-world examples of how Hire With Your Head A Rational Way To Make A Gut Decision can be effectively utilized in everyday scenarios.
  5. In chapter 4, this book will scrutinize the relevance of Hire With Your Head A Rational Way To Make A Gut Decision in specific contexts. This chapter will explore how Hire With Your Head A Rational Way To Make A Gut Decision is applied in specialized fields, such as education, business, and technology.
  6. In chapter 5, this book will draw a conclusion about Hire With Your Head A Rational Way To Make A Gut Decision. This chapter will summarize the key points that have been discussed throughout the book.
- The book is crafted in an easy-to-understand language and is complemented by engaging illustrations. It is highly recommended for anyone seeking to gain a comprehensive understanding of Hire With Your Head A Rational Way To Make A Gut Decision.

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