

Talent Selection

Gallup research found that companies fail to choose the candidate with the right talent for the job 82% of the time. This is a staggering statistic.



Research supports that talent is the most important factor for organizations to consider when hiring and developing managers. Gallup defines talent as the natural capacity for excellence while defining managers as those responsible for leading a team toward common objectives at the local level.

Gallup points out that “people can learn skills, gain knowledge and obtain experience but they cannot acquire talent. Talent is innate. People with talent are energized by their work.”

Gallup has consistently found, through four decades of research, that talent is the greatest predictor of long-term success in a role and that people who operate from talent can learn a role faster and adapt more quickly to variance.

High Performance 1:1's

A *Workforce* webinar on October 12th, sponsored by Saba Software, focused on the impact of 1:1 performance check-ins. Key takeaways: communication is at the core of any healthy relationship; regular meetings triple the likelihood of engagement; managers account for up to 70% of the variance in engagement; and engagement is highest among employees who meet with their managers once per week.

When Giving Feedback



- Be objective
- Be positive
- Be respectful
- Be specific
- Be timely
- Be authentic
- Be forward-focused
- Be present and open minded

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What is Your Score?

*We all have a perception of how well our personal and professional goals are being met. Each of us has a satisfaction score that ranges from very satisfied to very dissatisfied. **What is your score?***

Bennett Taylor will lead a 90-minute personal and professional development briefing on Tuesday, December 12th, from 8:45 to 10:15am at Think Track's office, 6060 N. Central Expressway - Suite 500, directly across the Central Expressway from SMU.

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Helping You Turn Your Goals Into Reality

Bennett Taylor founded Think Track in 1997 to help clients improve their performance through Executive & Leadership Coaching, Strategic Talent Selection and Team Development.

High Performance 1:1's

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When Receiving Feedback

- *Listen intently*
- *Don't let your first reaction hijack you*
- *Focus on the benefit received and how it can help you*



What is Your Score?

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The briefing will feature the Think Track Model™ (TTM™), a useful tool that can be applied to a myriad of personal, professional and business related issues requiring careful analysis and informed decision making.

You will leave the briefing with the ability to calculate your current satisfaction score and a framework for simplifying complex and difficult choices.

Participants will receive a 37-page TTM™ booklet. There will be a drawing for a free online strengths deployment inventory assessment battery valued at \$175. A continental breakfast will be served.

The registration fee, payable at the briefing, is \$39. Registration is limited to six participants. Please call 214.693.1716 to register.

A Talent Struggle

Companies are struggling to identify, engage and retain the right talent.

- ✓ **80%** of recruiter's time is spent searching for candidates and scanning through resumes
- ✓ Average time spent on a resume to determine fit is 6 seconds
- ✓ **53%** of recruiters say a resume doesn't provide enough information for them to assess whether someone is a good fit for the job
- ✓ Organizations say they wouldn't rehire **39%** of their recent hires
- ✓ **80%** of voluntary exits are due to bad hires

Source: October 23rd Workforce Webinar sponsored by Cornerstone, a talent management system and software suite owned by IBM.



Clarification

Clarification is the first of Think Track's five recommended steps for *Selecting the Right Talent*.

- How does a candidate's personal values relate to your organization's core values?
- How does the candidate's vision for his or her success relate to your organization's vision?
- What performance outcomes do you expect from this position?
- What are the primary elements of this position?
- What motivation and behaviors are essential to excel in this position?
- What candidate characteristics are most desired?