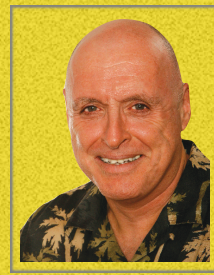


# THE EXTRA POINT

BY JERRY ROBERTS



## # 96 How to Interview Top Talent

You're looking to fill a premium position. You've got some good candidates coming in to interview for the job. I'm Jerry Roberts and I'm just wondering if you're up to the task. That's next, on The Extra Point.

Do you employ the same hiring system for entry-level candidates as for those whom you are considering for higher positions in your organization?

In my opinion the questions you ask, in fact the entire hiring process, should adjust to the level of the position in question. If you're already doing this then you're likely way ahead of your competition. If you're not, maybe there are a few ideas in this Extra Point you might want to think about.

Of course you'll adhere to the same standards which apply for all candidates, which is fair treatment as to gender, race, age, or anything else that falls under equal opportunity.

What I'm talking about is the mechanism for hiring the best talent. Do you ask different questions, look for different characteristics, and make them show their stuff? Is there a particular quality you're looking for that the winning applicant must have?

Let me give you an example. Elon Musk heads up a company called SpaceX, which has the

following mission, taken right from their website: "To revolutionize space technology, with the ultimate goal of enabling people to live on other planets."

If you were thinking of applying for a job at SpaceX, you would benefit from knowing that one of the qualities Musk demands is that people who work there must have "an appetite for exploration." Maybe I'd say it this way,

"We're putting people into space. Tell me why that turns you on and why you absolutely have to be a part of it."

Everybody on the hiring team has to be thinking and somebody has to ask, "Is this just going to be another job for you, or a place where you can really invest your talents and passion? Is this the job that someday, when you look back on your career, you'll say "I'm so glad I was a part of that"?"

If I'm after a manager I want the best manager available in Guam. I'm going to ask you questions that a good manager should be able to answer, and then a few that only a great manager will likely be able to field — and then I'll want to know why you love what you do.

Of course I'd like to see an excellent resume, but I also want to know how you've overcome major obstacles.

And there's two sides to this equation. I'm going to expect that anyone we'd seriously consider for a top position, will ask us tough questions in return. They'll be interviewing us as we're interviewing them.

Do you have a great job to offer the right person? Make them work a little to get it, while you also hope they make you work a little to convince them you're right for them. That's how you get the best matches.

That's The Extra Point. Get out there and make something good happen today. For 93.3, I'm Jerry Roberts.

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