

A GUIDE TO HIRING FOR FIT INSTEAD OF JUST GROWTH

Slowly but surely, the job market is beginning to present more openings and opportunities. After U.S. **unemployment soared to 13%** during the height of the pandemic, that figure now sits at 8.4%. Nearly half of the jobs lost to COVID-19 have been recovered, and companies look primed to resume scaling their teams.

For companies entering growth mode, it's a chance to add the kind of qualified talent that helps organizations hit that next gear they all strive toward. But available spots and head count shouldn't take priority over your talent acquisition team's need to hire people who align with your company's most important personal and professional values.

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WHAT'S CURRENT IN THE CAREER INDUSTRY

With so much uncertainty about the coronavirus, legislation, and compliance issues related to employee safety, hiring in the current climate includes a few additional considerations.

“THE PANDEMIC ... HAS ALSO RESULTED IN A JOB MARKET THAT'S LOW ON POSITIONS AND HIGH ON CANDIDATES.”

Talent acquisition has always been a demanding task. Before 2020, however, the most challenging aspect of the process for companies was finding the right talent efficiently when unemployment was so low. The pandemic has made salary and safety big concerns, but it has also resulted in a job market that's low on positions and high on candidates.

Sure, it's better to have too many jobs available rather than not enough. But that makes the sourcing and interviewing process that much more critical for companies and their talent acquisition professionals.

The concept of company culture isn't lost on potential employees: **88% of them understand** the role culture plays in sustainable company growth. The more defined your company culture is — and the more apparent it is to potential hires — the more primed your candidates can be to hit the ground running should they accept an offer.

Ensure you're getting the best fits for company culture and growth by doing the work ahead of time. Here's how to source good cultural fits at that stage:

1. Interview with the company's mission, values, and vision in mind.



Culture doesn't have to come at the expense of growth. Weaving it into each step of the recruiting process allows companies to build teams with the experience and aptitude to exhibit their most precious core values.

Find these candidates by peppering the interview process with questions related to your core values. Ask potential hires which of the company's core values they identify with and which ones they've had to embody in past positions. Ask them questions that get to the heart of what they think is critical to being an effective employee — and assess how those essential elements fit into your company's culture.

Partners like Integrity Staffing Solutions can work with you to build a pipeline of candidates and a collection of questions to help your company uncover these culture insights during the interview process. Ask these questions and do the front-end work to learn more about what candidates might be able to provide your company.



2. Show people who you are.



Don't ask candidates to read your mind. Use your resources (e.g., website copy, social media, paid advertising, etc.) to make sure top candidates in the recruiting process already know what your company is about.

Focus your messaging on what a role will entail and how it fits into your overall company culture. The more educated your candidates are, the less time you'll need to sift through piles of résumés and lengthy lists of credentials. Prime candidates with information that allows them to ask themselves “Is this the right role/company for me?” instead of “Do I want to work here?” The former is the kind of question that helps suss out candidates who are ready to contribute to your company's greater good.

3. Source with the open role in mind.



You go through all the trouble of listing requirements in a job description. It only stands to reason that you attempt to dive deeper into each candidate's skill set by asking questions specific to those guidelines.

Use traditional questions and projects or activities to determine someone's fit for the company and role. Assign projects, writing samples, and other undertakings to see how each candidate stacks up. Then, ask applicants to explain their reasoning or choices during an interview to get more context on the expertise they can bring to the team. We've had success using this approach to assess how potential hires will mesh with the company — and specific roles.

We also recently launched Virtual Job Preview Experiences, which give candidates a 360-degree view of what the position entails and the environment surrounding it. The previews immerse candidates in their potential roles and give them the chance to assess their fit — not only in the job but also in the company culture as a whole. It's an ideal way to keep people in the pipeline who want to be there and who can thrive.

4. Test for success.



It's crucial to assess how someone's skills match with a role and company, but you also want to pepper in questions that give a glimpse of how a candidate aligns with your core company values and personality traits.



A good staffing agency can provide environments to ensure applicants' skill sets match up with their résumés. For example, our Provelt Assessment technology has more than 800 tests we can administer to ensure associates are qualified to perform job-related tasks.

We continue to invest in testing when filling our staff positions. At ISS, we use reports from TTI Success Insights to focus on three elements of each candidate's talents: behaviors, motivators, and how those two integrate. These reports assess cultural fit and give companies insight on how best to work with someone. You'll have a clear view of the strengths, weaknesses, and motivators that you can tap into so you can understand what makes individuals tick and how their cultural contributions can lead to growth.

A more deliberate approach to hiring — one where culture and skill set are key factors — allows organizations to focus on candidates who do more than just check day-to-day job duty boxes; potential hires become personalities that you know will contribute to your company's long-term growth. You know your company values are in good hands because new hires align with them.



CONCLUSION

Your talent pool might be deep right now, but there's no need to rush the process to hit some time-to-hire quota. Instead, take the time to source candidates and find people who are right for each role and who align with your company's cultural values. By looking at the bigger picture, you'll recruit team members who are committed to growth — both their professional advancement and the success of your company.



Integrity Staffing Solutions is a full-service staffing agency that ranks in the top 2% of agencies across the country for quality service based on ClearlyRated's "Best of Staffing" client survey. To learn more about Integrity or for help with your hiring needs, visit [integritystaffing.com](https://www.integritystaffing.com) or call 833-446-1300.