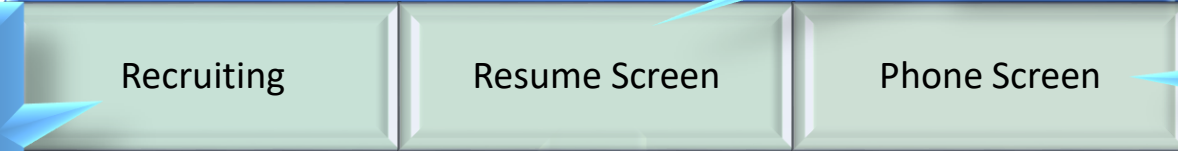
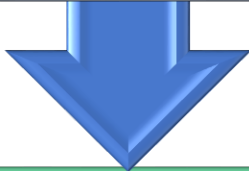
 **Candidate Pre-Screening**


Be open to candidates with non-traditional backgrounds who have the Job Competencies you are looking for.

*To attract top candidates, recruiting materials should include descriptions of critical job responsibilities **and** your company culture.*

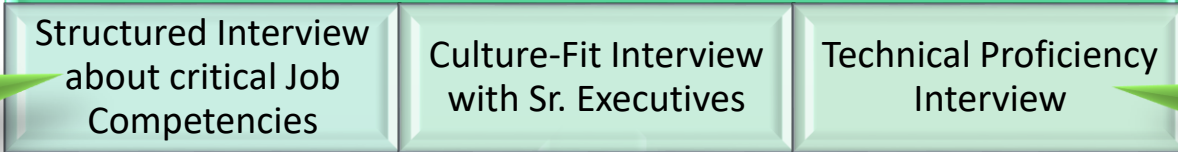


First impressions matter to Top Candidates; make sure they have positive pre-screening experiences.




 **Candidate Interviews**

One Structured Interview with 2-3 interviewers is sufficient (avoid redundant interviews).



Technical Interviews with real-world problems often provide better information than off-the-shelf intelligence or technical tests.



 **Final Hire/No Hire Decision**

