



# Recruitment: Strengthening your team

Studies have shown that interview techniques relying purely on a written CV and an interview have a one in four chance of working out. The success ratio can be considerably increased if other indicators of suitability are included in the decision making process.

With the costs of getting it wrong escalating isn't it better to 'get it right first time' wherever possible?

The benefits of using a more holistic approach are:

- ~~///~~ You can save money by getting the right person first time
- ~~///~~ You save time and money by only having to train one person
- ~~///~~ You save time and money by only doing one round of recruiting
- ~~///~~ You keep the morale of your team stable by finding a team member who will stay and contribute quickly and efficiently
- ~~///~~ You have the opportunity to review a role and measure its contribution to the business

The Griffins system will help you do this by planning the whole process:

- ~~///~~ from realising you need additional help
- ~~///~~ through the job description
- ~~///~~ outlining the qualities and personality traits required
- ~~///~~ wording the advertisement
- ~~///~~ placing it where it will reach the right people
- ~~///~~ formulating the interview format and questions to ask each candidate
- ~~///~~ reviewing the information gained and choosing who to offer the job to
- ~~///~~ having an appropriate induction system to help them become more useful more quickly
- ~~///~~ using Personal Profiling to identify the key characteristics required to fit the position

Personal profiling enables you to decide what type of person you need for the role and match the potential employees to that. Today many prospective employees are well practised at interview technique; they have done their homework and know what to say in the interview. Unfortunately an excellent interview technique does not mean an excellent employee and in many roles it can be some weeks or months before you realise it is not going to work as you hoped.

With Griffins you will look upon each recruitment of a potential employee as an opportunity to review the needs of the business; do you just want to replace a person who has left or could you make changes to the job role for the benefit of the business.

Griffins

HR Solutions

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