

# How to make sure you're hiring great talent (not just people that are talented at job interviews)



## Use behavioural interviewing techniques

Gain insight into someone's past performance and problem-solving abilities, rather than just their ability to talk the talk.



## Conduct skills assessments

Make informed decisions by testing technical and soft skills.

Candidates answer questions, solve issues and demonstrate their skills in real-time.



## Use references and background checks

Get a better understanding of a candidate's work ethic, values and what they're like as a person, rather than just the work they've produced.



## Assess whether they're a good fit

Look for people who share your organisation's values and can work well with your existing team.



## Collaborative hiring

Using multiple talent specialists can help ensure you get a well-rounded view of an interviewee's ability and fit for the role.



## Look for engagement and enthusiasm

You can assess a candidate's drive for the job through the knowledge they have of your organisation and questions they ask.