

***How someone is using the hiring report to better themselves!***

From time to time, someone relates an interesting story about how they use the information contained in the hiring or coaching reports we write. I was recently talking with Stephanie Demont, Vice President of Operations for Carter Mario Injury Lawyers when she related how she felt about having taken the survey and then reading her results after being hired. (Note: It is recommended that a hiring report not be shared with the potential applicant. These reports are written for the benefit of the employer as related to the position they are trying to fill.) Following is what Stephanie shared with us.

*"I remember nearly three years ago working routinely at my desk as a senior manager of a company for which I had worked for 5 years, when I received a call out of the blue from a recruiter. I wasn't very interested in changing jobs, since I was relatively comfortable where I was, but just for kicks, I agreed to hear him out. He told me that he had a job opportunity that matched my qualifications perfectly. The position was that of Vice President of Operations at a law firm. I soon interviewed with the President of the firm and found that I was very interested in this position. Following my interview, I was asked to take an online assessment that was designed to determine the fit of my personality to the job description. I took the assessment and eagerly awaited a call from my prospective employer. Within a few days, I was hired.*

*Within one month of beginning my new job, I asked whether it was possible to read the results of the assessment. I was given a copy of my Confidential Hiring Report prepared by John Beane, and was told that it was used only as one tool to determine my likelihood of success in this position.*

*Right after reading the results of my assessment, I was mortified. I wondered why they would ever hire me after reading these results. I remember thinking, "I don't know WHO this person is, but it is certainly not me!" Consequently, I didn't attribute much credibility to this tool.*

*About three months later, I pulled the results out of my file cabinet and read the report again. Surprisingly, this time, I saw one or two traits that I was definitely exhibiting in this job. I made a mental note that this was interesting, and I placed my assessment back in my file cabinet.*

*Approximately one year into the new job, I had weathered many challenges, learned many new things, and experienced situations I had never encountered before in my work life. At this point I decided to read the assessment again. This time, I noticed that I was displaying many of the traits and tendencies previously predicted. Again, I was surprised and noted how interesting this was, considering how I felt when I first read the report.*

*From time to time, I go back and read my assessment. Each time, I am amazed at just how accurate it served as a predictor of my behavior in this job. When I read the unfavorable tendencies, I try to focus on them a little more, so as to be aware that these are areas I may need to work on in order to be the best I can be at my job.*

*I am currently approaching my third year here at the firm, and I am sure I will continue to periodically refer to the results of my assessment as a tool to help me grow and prosper here for a long time to come."*

Thanks Stephanie and I remember similar feelings over 20 years ago when I received my first result. In fact, mine was so bad I was not certain that I had a right to continue breathing. But, since I also have a challenge orientation I thought I would show the guy who had done my report that he was wrong. My wife says she is still waiting for me to prove him wrong. Well, that is not exactly true since I have made changes in my character but these changes do not come easily or quickly and I still have a long way to go. But, that is what growing as a person means—you are aware of your weaknesses and are always trying to improve.

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Talking with Stephanie triggered my thinking about how important coaching is to assist people towards their optimal level of performance, both in their personal and professional lives. Some of you have seen our coaching reports but these are really just the 'tip of the iceberg'. Therefore, we have sought out an outstanding coach to offer Executive Coaching to our clients and are very happy to announce the addition of Dr. Dennis Marikis to our staff.

Dr. Marikis has consulted with numerous top executives from Fortune 500 companies as well as CEOs from the medical and legal communities. For more information on our Executive Coaching and Dr. Marikis visit our **Coaching page** for additional information.

***"God grant me the serenity to accept the people I cannot change, the courage to change the one I can, and the wisdom to know it's me."*** - Author Unknown

Best wishes to all of you for the New Year!!  
*John*

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