



Staff Development Services

building strong businesses one employee at a time.

Oh, If I just had a crystal ball!!

Our goal is to help make your life as easy as possible. And, of course, we are best able to do that here at Staff Development Services by helping you find the right people to help you keep your organization running as effortlessly and effectively as possible.

I would love to say that I possess a crystal ball that I can look into to give me a definite ‘thumbs up’ or ‘thumbs down’ about a potential employee when I am writing a hiring report. Talk about an easy life! But, human beings are extraordinarily complex with eleven major systems made up of billions of cells and hundreds, if not thousands, of chemical compounds constantly being generated. In addition to that, there are the environmental aspects of their youth, how they were parented, and what is going on in their lives presently that all have an impact on how they behave.

Even though there are billions of people in this world and no two of them are exactly alike, I know that the assessment tool we use is one of the most accurate tools out there as it enables us look into the very ‘soul’ of a person’s character. Therefore, I am able to be rather predictive of how a person behaves. However, a person’s behavior is very situational so, when I look at a survey, I am trying to sort out how they may act at work versus at home. Do they behave consistently or inconsistently? Does pressure affect how they behave? Can they do the job and, if so, will they last in the job, etc? How will they react to their co-workers?

To discuss every possible scenario of how a person behaves would take pages and pages—too many for me to write and too many for you to read in today’s busy world. But, I do try to present a concise overview with the information needed for you, in addition to other knowledge you have about a particular candidate, to make the most successful hiring decisions. It cannot be emphasized enough that the entire report be carefully read by all involved in the decision-making process—not just the summary! There could be an important bit of information in the body of the report that you realize could keep the person from being successful. This could be something as simple as the kind of supervisor the potential hire will be working with or as complex as the amount of stress the potential candidate will be working under on a regular basis.

“Do not hire a man who does your work for money, but him who does it for love of it.”

- Henry David Thoreau

Best wishes to all of you!!

John

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NEWSLETTERS