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INTERNATIONAL

Emergenetics Selection Program

Define your job expectations and requirements through analysis consultation.

The Job Analysis consultation empowers you to fully capture your hiring needs. Working with an ESP Associate ensures job expectations are properly defined, your job description reflects the true nature of the job, and as a result, that you are attracting the best candidates from the start. This serves as a vital first step in selection to then customize desired results and provide an effective and efficient foundation for the Behavioral Interview.

HOW DOES IT WORK?

Collaborate with an ESP Associate to establish desired results specifically tailored to the needs of the position. This is done by:

- Determining clear expectations for the position.
- Defining how this position fits within your company and team culture.

WHO IS INVOLVED?

- The ESP Associate and the Hiring Manager collaborate on this process.
- The inclusion of a cross-functional panel of a Visionary Manager, HR representative, and Employee in good standing creates a well-rounded perspective on the position and better captures desired qualifications.

WHAT DOES THE JOB ANALYSIS ENTAIL?

- Clearly define the roles and expectations for the position and create understanding of the fundamental knowledge, abilities, and skills needed.
- Identify the priority of key motivators for this position.
 - What will the candidate prioritize in their day?
 - What task is the candidate least likely to prioritize?
 - What do you want the *candidate* to want to do?
- Determine skill level needed to best fit the position.
 - Not only do they *want* to do the job, *can* they do the job?

KEY QUESTIONS TO CONSIDER

- What type of person will fit in with the company culture?
- What does success look like in this specific role?
- What expectations do you have for this candidate? What should they be willing or able to do?
- What motivators will align with company culture?
- Are there any specific aptitudes you would like to see?
- What have previous employees done well in this position? What have they done poorly?

A SIMPLE PROCESS



Speak with an Expert

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