

Collaborative Pre-Hire Assessment Methods: Better outcomes, less risk, more engaged candidates

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Goals

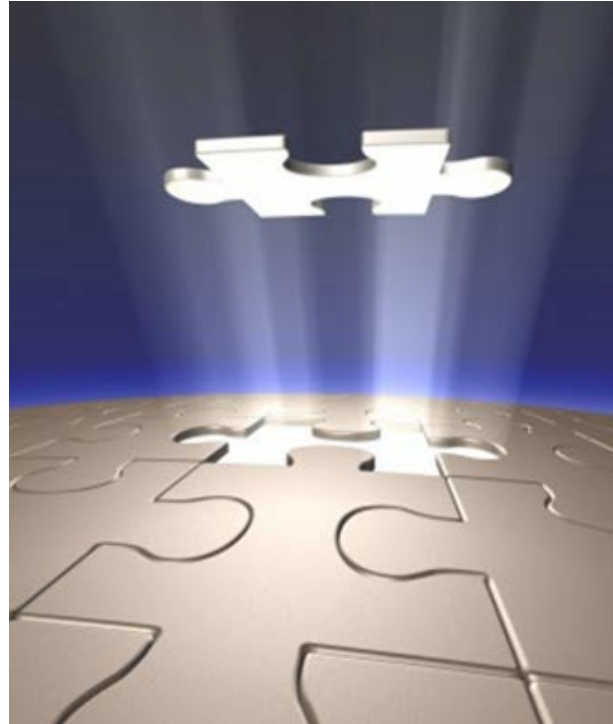
As a result of this session, participants will:

Through a self-assessment, understand what their organization does relative to pre-hire evaluation – what they do and do not do relative to best practices checklist – and where they are strongest and weakest in being collaborative with candidates

Know the methods available to increase pre-hire evaluation collaboration and the costs/benefits to do so

Be able to apply one method to their current hiring process - with the intended results of increasing accuracy and effectiveness and risk mitigation.

Best Practices in Pre-Hire Evaluation



Best Practices Self-Assessment

How well is my organization doing?



Case examples from DRI Consulting's 25 years' experience in public sector pre-hire evaluations



Client Feedback:

Cities of Minneapolis, St. Paul, Blaine, Golden Valley, North Oaks. University of Minnesota (and many others)



UNIVERSITY OF MINNESOTA



Easier projects:

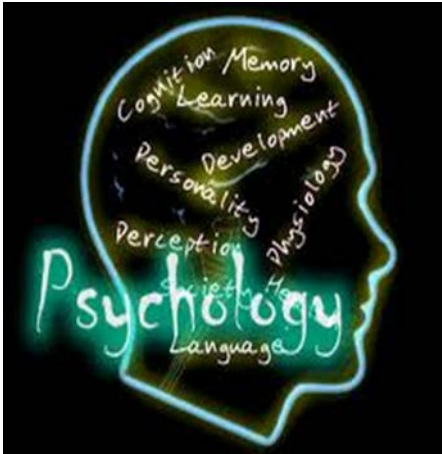
Strong candidate pools, a mix of internal and external options, sufficient time



The Tougher Ones:

- Fitness for duty/return to work evaluations
- Politically charged situations - feelings of unfairness or bias and media coverage of this
- Undesirable internal candidates, too few in the pool, lack of diversity and inclusion, insufficient time/rushed, DRIC assessments done post-offer/post-hire

Expert Hiring Team and Expert Self and Expert Science



Taking Action to Increase Pre-Hire Collaboration with Your Candidates