

WHY

Forward-Looking

Interviews

Work Best in

Recruitment



## WHY Backward-Facing Interviews are Ineffective



Many experienced recruiters lack depth in effectively screening, interviews, and assessments ... and they rarely discover how a candidate will affect team dynamics.



This causes the Executive Hiring Team to **waste valuable time** conducting phone or in-person interviews to screen candidates' background and experience - all because **the recruiter failed** to do their job.



Which begs the question - exactly WHY and HOW is your recruiter earning a fee? Because if receiving resumes with interview notes is worth 5 figures in a fee, I have some oceanfront property in Arizona that might interest you.



Documented proof that the candidate is an **excellent role fit** by using looking for similar challenges; action the candidate took to address them, and the results.;



**In-Person INTERVIEWS should focus on what the Candidate WILL DO to MEET the OBJECTIVES of the ROLE.**

## If the recruiter does their job...they will provide you with

Detailed documentation about relevant experience, accomplishments, leadership/staffing abilities, budget/P&L performance, analysis of industry expertise; depth of industry relationships.



### **ENGINEERING & PRODUCT MGMT:**

Patents / IP, design / development, customer / vendor relationships, GTM strategies



### **SALES & BIZ DEVELOPMENT:**

Grow existing / creating new markets, quota vs. actual, average sales volume / closure time

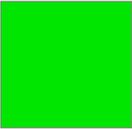


### **SR. EXECUTIVES:**

Turnaround and growth types; industry leadership, relationships w/ customers, vendors, analysts, investors.

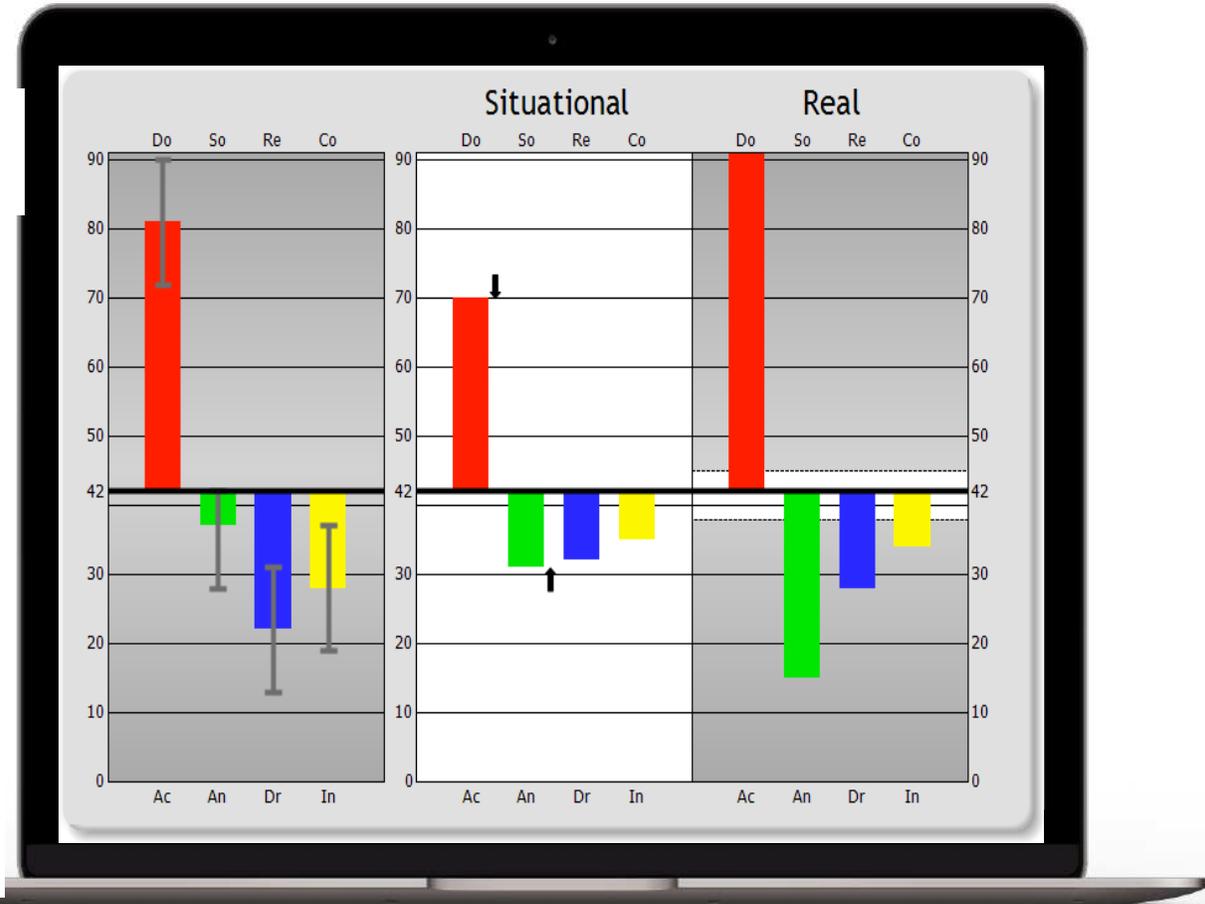


## KEY TO BEHAVIORAL SCALES

	D <b>O</b> minant A <b>C</b> cepting:	↔	C <b>O</b> mpetitive, Goal Oriented D <b>E</b> liberate, Cautious	↔
	S <b>O</b> ciable A <b>N</b> alytical:	↔	E <b>M</b> pathetic, Extroverted L <b>O</b> gical, Task Oriented	↔
	R <b>E</b> laxed D <b>R</b> iving:	↔	P <b>A</b> tient, R <b>E</b> liable P <b>R</b> essure Oriented	↔
	C <b>O</b> mpliant I <b>N</b> dependent:	↔	C <b>O</b> nscientious, D <b>E</b> tail Oriented S <b>T</b> rong Minded, P <b>E</b> rsistent	↔

## Composite of Job Surveys

## Candidate Comparison



The recruiter will use a system such as TTI or McQuaig to conduct brief 12 to 14 minutes online **Job Surveys** of key stakeholders of the role; then create a Composite Team Profile that enables the recruiter to form a **Target Candidate Profile**



- 2 to 4 FINALISTS with assessments that show the likelihood that the candidates can meet or exceed the objective of then role.
- Detailed interview notes, relevant KPIs; depth of industry relationships with internal / external customers
- Team Fit analysis: leadership qualities, relational communications style, decision making traits, selling of ideas or products / services, and conflict resolution skills
- 1-2 Minute Introduction Video from each candidate, key benchmarking comparisons, roadmap summary to meeting the short / long term objectives of the role.



**In-Person INTERVIEWS should focus on what the Candidate WILL DO to MEET the OBJECTIVES of the ROLE NOT the Hiring Manager doing the recruiter's job.**

# Does your Offering Consist of the Following?

- **Customized Onboarding or One Size Fits All Orientation**  
Self Development Plan for the New Hire AND a Mentoring & Coaching Plan for his/her direct superior.
- **Leadership 360 Review where team members, including new hires, evaluate their superior?**
- **Objectives with Incentives in the offer; NOT just responsibilities**



**Do that and here's what Happens**

**QUICK ASSIMILATION + FASTER PRODUCTIVITY  
= LONGER RETENTION**

# If your Recruiters Fail to Do That, NextGen can ... exceed your expectations

**USA & CANADA**  
**(888) 501-5580**

**Web Site**  
[www.nextgenexecsearch.com](http://www.nextgenexecsearch.com)

Aerospace: Seattle WA (425) 728-8991

Artificial Intelligence and Data Science: San Francisco CA (650) 351-7701

Digital Transformation & Industrial Automation: St. Louis, MO (636) 866-0676

Power Electronics: Chicago IL (630) 378-0005

Wireless & IoT: Dallas TX (214) 945-4070

