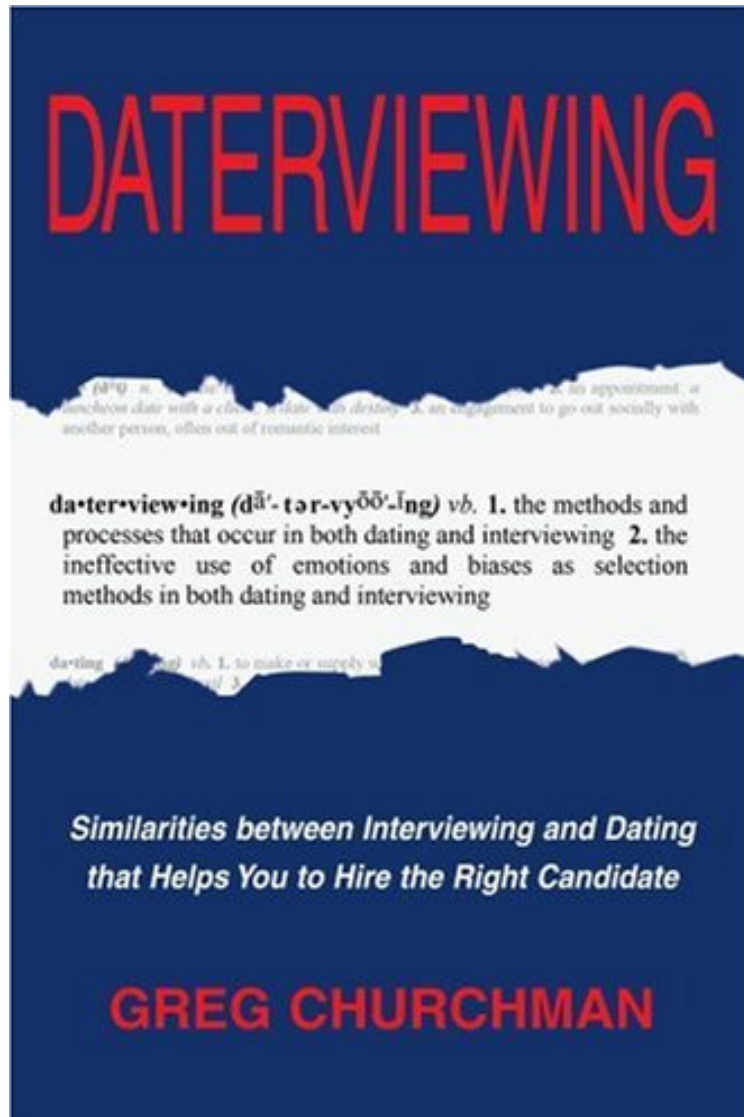


(Ebook pdf) Daterviewing: Similarities between Interviewing and Dating that Helps You to Hire the Right Candidate

Daterviewing: Similarities between Interviewing and Dating that Helps You to Hire the Right Candidate

Greg Churchman

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Greg Churchman : Daterviewing: Similarities between Interviewing and Dating that Helps You to Hire the Right Candidate before purchasing it in order to gage whether or not it would be worth my time, and all praised Daterviewing: Similarities between Interviewing and Dating that Helps You to Hire the Right Candidate:

0 of 0 people found the following review helpful. Valuable InsightsBy M. McgarveyWe have all experienced the

anguish and the joy that accompanies the development of any relationship. Our diverse experiences, backgrounds and "wiring" are precisely what makes relationship building so intriguing and challenging. Understanding that these same fundamentals drive the selection of employees was an eye-opening experience. Reading this book was like a release . . . it allowed me the freedom to examine my own perspectives and encourage other managers in our company to do the same without the threat of injuring our egos. The organization of the text along with the specific exercises allows the reader to immediately apply the concepts. I highly recommend this book to anyone who desires more insight into the challenges of recruiting, hiring, placement and retention. You will receive an added benefit of gaining insight into yourself. 0 of 0 people found the following review helpful. Right on the mark By Robert Chishom Having spent the last 10 years of my professional life in HR organizations, I can honestly say this book hits the mark on identifying mistakes every company, and just about every hiring manager, has made in the course of hiring a person. Mr. Churchman's insight is such that it makes you wonder where in the room he was hiding when you made that fateful hiring decision that leapt off the page in one of his masterfully told stories. We've all experienced this phenomena to one degree or another, but this book really tells you how to get past your own filters, at work and away. This is the information I want all of my hiring managers to see before they interview another person. 1 of 1 people found the following review helpful. A Must for Anyone Who Hires or Dates By Karen Marcus First, let me expose my own bias: I edited this book. Having done so gave the opportunity to read it several times, and I enjoyed it more each time. Greg has come up with a simple process that is easy to understand for making hiring decisions based on logical criteria rather than the various emotional standards we're all prone to use. Well organized and well written, this book lays out a step-by-step plan anyone can implement to make smarter hiring decisions.

Written for business professionals at all levels and companies of all sizes, *Daterviewing* reaches deep into the fundamentals of emotion, where prejudices run rampant and first impressions rule. In an engaging and entertaining manner, nationally known interviewing and staff-retention strategist Greg Churchman reflects upon the dating world as he encourages business leaders to recognize the similar biases that develop when they select employees and candidates for employment. Churchman's process for selecting qualified employees--and keeping them on board--is based on specific sets of criteria developed for each available position. Following are some easy-to-follow steps to help you to hire successfully: Surveying--Distinguish what you want versus what your company needs in an employee Searching--Learn where to find candidates Screening--Develop and ask questions that relate to the desired characteristics Selecting--Make the best selection by avoiding biases Sustaining--Examine differences between successful and failed professional and personal relationships A poor choice in any relationship can be very costly, both financially and emotionally. *Daterviewing* explores how interviewing is strikingly similar to dating, shows how to avoid the drawbacks of both, and assists you in making choices that will help you succeed.

About the Author Interview and retention strategist Greg Churchman is the owner of Churchman Consulting Solutions. He has more than twenty years of experience in management, engineering, and human resources. Greg speaks and facilitates on the topics of interviewing, selection, employee retention, high performance teams and performance management.