Three Parts of the Mind: Hiring

Discover the whole candidate:

It's time to make a hiring decision. You know your candidate's qualifications and how they align to your culture and values, but how can you be confident the person you've chosen is the right person for the role?

Kolbe Wisdom™ removes the guessing game by revealing something more: your candidate's natural conative strengths. That is, the way they are naturally driven to take action when free to do things their way. Knowing all 3 parts of the mind gives you the full picture.

- **Cognitive:** Does the candidate meet the knowledge and experience requirements necessary for the role?

- **Affective:** Does the candidate align with your organization's vision and core values?

- **Conative: What is the candidate's natural method of problem solving and how does it align to the demands of this role?**

Confidence with Kolbe RightFit™

Understanding the conative strengths of your candidates can inform your hiring decisions, but Kolbe RightFit takes it a step further, evaluating the role itself to identify the conative strengths necessary for success.

RightFit is a customizable software that helps you identify a role's requirements and compare them to a candidate's natural instincts, giving you the insights needed to determine the best fit. This statistically proven hiring system complements your existing recruiting process with powerful information that is free from bias both in general and as a selector for specific jobs.

Steps in the RightFit Process:

Define
- Assess any high-performers in the role
- Know the leader's functional expectations

Assess
- Consider compatibility with leader's instinct
- Evaluate candidate's impact on team dynamics

Build
- Create a role profile and Range of Success™ using Kolbe RightFit

Screen
- Assess candidate according to role profile
- Determine best fit by conative strengths

Customized to Your Business

The **humanworks8** team of Kolbe Certified™ Consultants has over three decades of experience building Kolbe RightFit thinking into existing hiring programs. Update the language on job postings and craft conative interview questions by role as we work alongside you to:

- **Elevate Confidence**: Gather more meaningful data on which to base hiring decisions

- **Reduce Stress**: Support employee productivity and satisfaction through role-alignment

- **Strengthen Teams**: Know how candidates will fit within their team and improve synergy

- **Save Money**: Reduce turnover and spend less on traditional recruiting methods

- **Level the Playing Field**: Kolbe presents no statistically significant demographic biases along gender, race, age or national origin

humanworks

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