

## How To Recruit For Value Alignment and High Accountability

Many clients ask for help in streamlining their recruiting processes. Here's how we often find that they are going wrong:

- Candidates aren't being screened for alignment with company values
- Candidates aren't being asked enough self-revealing questions
- Recruiters aren't using rapport techniques to powerfully put candidates at ease—which would result in them revealing who they are

A job interview is a candidate's "Rock Star Moment"—they're showing you their best face, so it's up to the recruiter to ensure that it's an accurate face, a face we can rely on, a face that is honest. Here's a sample list of recruiting questions that apply to all roles in a company:

- Which of our company values are most aligned with your personal values? Why?
- Please tell me some times in your career when you've most powerfully embodied our values?
- What are the 5 career accomplishments you are most proud of? Why?
- What are 5 adjectives used to describe you by: colleagues, bosses, friends, yourself?
- What makes a working environment most compelling?
- Where do you want to be career-wise in 3 years? 5 years?
- What is your mission in life and why would working with us help you achieve it?
- What is the most important thing in life? How do you ensure you honor it?
- Please tell us a bit about your past entrepreneurial experiences and why/how you'd fit in with us.
- [add all of your role-specific questions here]