

The People Analyzer™

A Tool to Quickly Identify Right-Fit Candidates

Business problems are often people problems in disguise. Most people problems stem from a failure in right-fit recruitment. When it comes to right-fit talent acquisition, we see hiring managers get derailed by focusing on the wrong things. In the vast majority of cases, new hires are less-than-right-fit. One less-than-right-fit new hire after another, and an organization has people problems.

In his 2001 classic, "Good to Great," Jim Collins advised leaders to "get the right people on the bus," and Handler consistently shares best practices for right-fit recruitment. We realize, however, that is easier said than done. That's why we're excited to highlight in this Handler Report a simple, powerful tool to condense the entire process to a one-page exercise.

It's called The People Analyzer™, a product of the Entrepreneur's Operating System. As a tool to evaluate a slate of candidates to determine right-fit, it's invaluable. It saves time, energy and resources, and makes it crystal clear which candidates are right-fit. In addition, it gives hiring managers a filter to rate and discuss candidates in a consistent and meaningful manner, and thereby avoid emotional hiring decisions. In fact, the process and results give leaders a voice to advocate for right-fit recruitment that everyone can understand and use...because it's just three simple questions.

Get It

Are they on-fire excited about the role and company?

Want It

Is doing this work a dream-come-true role for this person ?

Capacity

Do they have the time, skills and background to do it?

How to Use The People Analyzer™

| Name | Get it? | Want it? | Capacity? | Humbly Confident | Grow or Die | Help First | Do the Right Thing | Do What You Say |
|---|---------|----------|-----------|------------------|-------------|------------|--------------------|-----------------|
| Candidates for Dir. Financial Planning & Analysis | | | | | | | | |
| Eileen | Y | Y | Y | + | + | + | + | + |
| Tom | Y | Y | Y | - | +/- | + | + | + |
| Carol | Y | N | Y | - | +/- | - | +/- | - |
| Chris | Y | Y | Y | + | + | + | + | + |
| The Bar | Y | Y | Y | + | + | + | + | + |

EXAMPLE

How to Use The People Analyzer in 4 Easy Steps

1. Write the GWC questions and the organization's core values in the top column slots.
2. Write the candidate names down the left hand column.
3. Review, discuss and grade each candidate for each column.
4. Analyze results and discuss until you have a successful candidate.