

# End your **hiring** **headache**

How to find and develop the  
right person for the right job

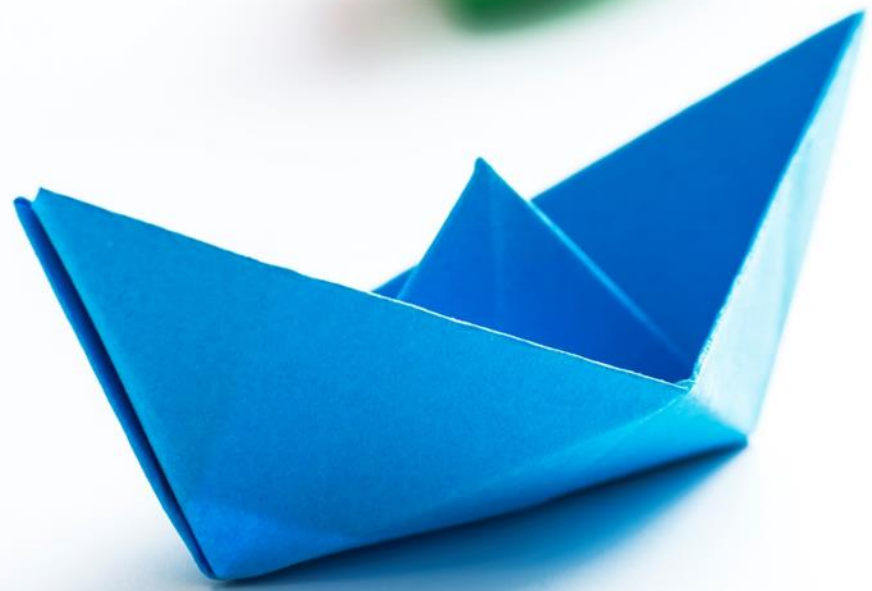
# Justin Arneson, PhD

- Senior Research and Data Scientist
- CPI® Certification Instructor
- Over a decade of experience using assessments to hire and develop talent



# Who has had an **open position to fill** in the last 6 months?





Why is finding the  
**right talent** so  
difficult?

1. Low unemployment
2. Unique jobs/roles
3. Expert interviewees





# Implications of hiring the wrong person

- If they leave...
  - High replacement costs
- If they stay...
  - Potentially toxic to culture
  - Reduced individual and team success



# What about leadership roles?

- As many as 2/3 of leaders viewed as incompetent
- Negative implications magnified











The right tool can help you address hiring challenges.



Assessments provide another lens into the key characteristics related to success and retention and **increase the likelihood of finding the right fit.**

# Why CPI®?

- Constructed to focus on reputation
- Has proven track record of predicting success (and potential)
- Provides benchmarking data to measure your candidate against other successful leaders.
- “Freakishly accurate” for *leadership development* (Business Insider).



Speaking of leadership development...





What are the **challenges**  
of leadership development  
**today?**



# What are the **challenges** of leadership development **today?**

- Certain characteristics are hard and expensive to develop
- Hard to show developmental progress
- Fixation on fads



**Empathy**

**Dominance**

**Responsibility**

**Flexibility**

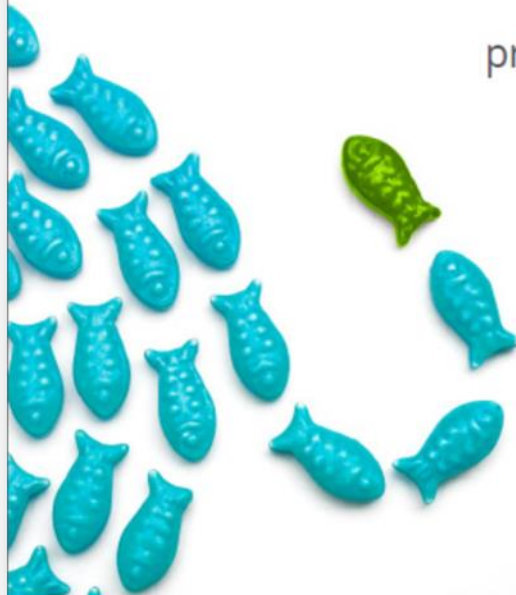
**Insightfulness**

**Independence**



# Seven critical competencies

for effective,  
productive **leaders.**



 The Myers-Briggs  
Company

- eBook available to you for attending this webinar

 The Myers-Briggs  
Company

# Remember

- Consider which characteristics should be “bought” vs. “built”
- Ensure fit with cultural values
- Balance current strengths/opportunities, as well potential







# Questions?