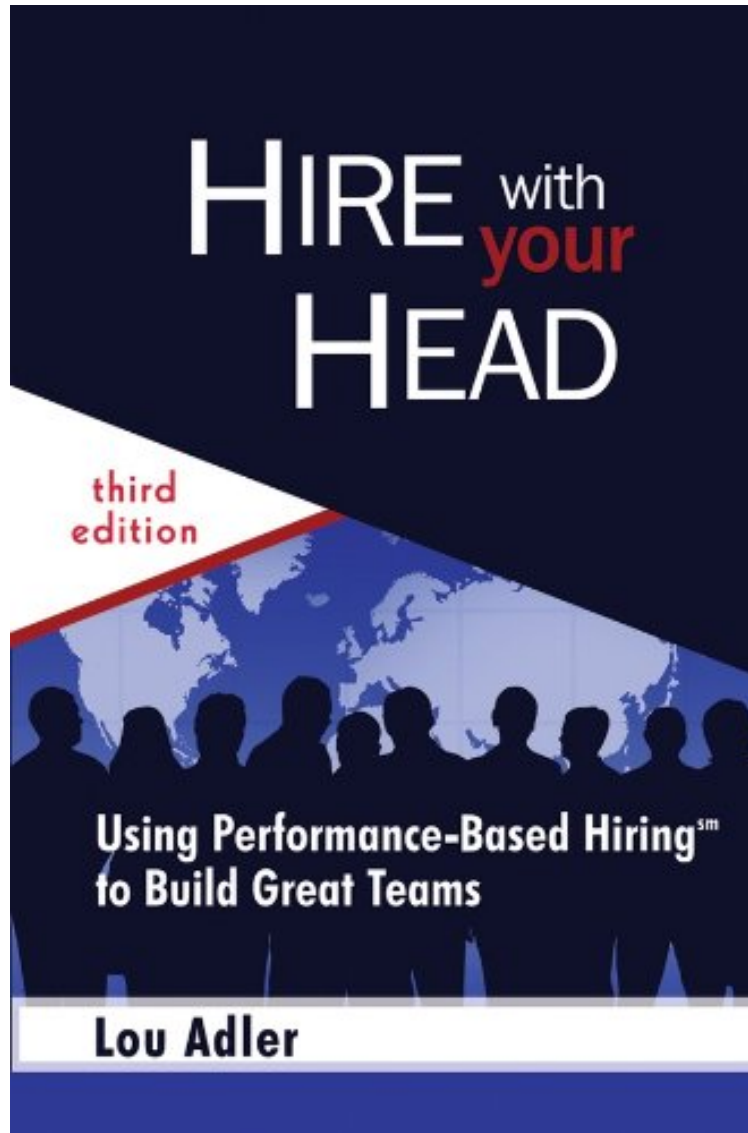


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# Hire With Your Head: Using Performance-Based Hiring to Build Great Teams

Lou Adler

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**Lou Adler : Hire With Your Head: Using Performance-Based Hiring to Build Great Teams** before purchasing it in order to gage whether or not it would be worth my time, and all praised Hire With Your Head: Using Performance-Based Hiring to Build Great Teams:

3 of 3 people found the following review helpful. Also useful for candidatesBy Benjamin JohnstonI originally bought this book as a candidate because I wanted to better understand the recruiter/employer perspective. I found this book very effective in that it explained the reasons and rationale behind recruiting practices I was experiencing as a job

seeker. It gave me insight and confidence throughout the whole process: searching, applying, interviewing, reference checks and negotiating the offer. While few companies precisely follow all of the book's recommendations, I regarded this book as a set of 'best practices' that many top organizations appeared to more-or-less emulate. The book is easy to read, clearly explained and is grounded in not only the author's broad personal experience but also the scientific literature and expert testimony. I found the explanations convincing and insightful. As a bonus: even though I was motivated to buy as a candidate and I am not in a 'HR' position directly recruiting staff, I have since found many of the book's suggestions very useful in attracting people to my group within my employer's business. 0 of 0 people found the following review helpful. Excellent book/Concepts By Brian K., Johnston Lou and his Team (Adler concepts) are a superior resource for anyone who is involved in the hiring process within any organization, small or large and everything in between. These concepts are in reality "The Psychology of Recruiting A players". I was referred to Lou's theories by another 3rd party recruiter who runs a small/boutique/niche/customer focused recruiting firm like my own. (Semi-Retained/exclusive contingent recruiting) Having 10 years of 3rd party headhunting with exceptional results, having worked for a very large firm, then a small, and now my own. I was convinced I could do "A LOU BETTER", and boy I was right. My process was sloppy, my applicant control was average, BUT what kept me as a top performing was will/grit, and I was becoming honestly tired of the amount of activity that was required for a hire/deal/placement, Plus I was ready to take my earning potential to the "NEXT LEVEL". By following the person/team that teaches proven results on not only how to "find names on the internet", but how top performers behave, how they search, when/why they search, and most important how to attract and close them. Buy the book NOW. 0 of 0 people found the following review helpful. A Great Investment By True Scorpion I'm a Human Resources Manager based in Southern California and a lot of the Recruiters and Human Resources professionals I network with have recommended Lou Adler's book and workshops to me. I thought I'd purchase this book to see what new techniques I could learn and I am glad I made the \$30.00 investment. A lot of Hiring Managers make decisions based on gut feel or based on how much they like the candidate. And often, they get disappointed when the new associate does not deliver or lacks the motivation to do the job. Hire with Your Head provides you with tools and processes, such as the 10-Factor Candidate Assessment, an invaluable tool in assisting Hiring Managers and the interview team make an objective decision and avoid the costly mistakes of a bad hire. Whether you are a novice or a pro, if you want to improve your skill in selecting and building a winning team, invest in this book.

Hire with Your Head Updated with new case studies and more coverage of the impact and importance of the Internet in the hiring process, this indispensable guide has shown tens of thousands of managers and human resources professionals how to find the perfect candidate for any position. Lou Adler's Performance-based Hiring is more powerful than ever! "We have chosen Performance-based Hiring because it's a comprehensive process, it's behaviorally grounded, managers and recruiters find it easy to use, and it works." -Marshall Utterson, Director Staffing, AIG Enterprise Services, LLC "Everyone's looking for the perfect means to make effective hiring decisions. A trained interviewer armed with the right tools is the best solution. Performance-based Hiring is a proven methodology to get these results." -John Ganley, Vice President and Chief Talent Officer, Quest Software "Any staffing director that doesn't send all of their people through Performance-based Hiring training is missing out on top talent, plain and simple. This should be the standard throughout the industry." -Dan Hilbert, Recruiting Manager, Valero Energy Corporation "Performance-based Hiring has been the most successful recruitment tool that we have added to our organization over the past few years. In fact, these tools have not only produced amazing outcomes in terms of selecting the best fit in an extremely tight labor market-but with a level of success among our operations customers that I have rarely seen with other HR products." -Trudy Knoepke-Campbell, Director, Workforce Planning, HealthEast(r) Care System