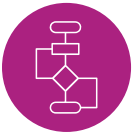




The Tanzanite Hiring Matrix Checklist



Define Your Message/EVP (Only Once)



Define Your Process

- Who is responsible for writing posting, posting the posting, reviewing resumes, initial screens, formal interviews, input & decision?
- When do all these things happen?



Who Not How

- What are the ideal characteristics of a perfect candidate?
- Rethink antiquated requirements



Getting The Word Out

- Who does it, how are you going to do it, where will it be done, how frequently?



Resume/Application Screens

- What are the kickout issues?



Initial Interviews/Screens

- What are the kickout?



Live Interviews

- Use the Tanzanite Scorecard & look beyond the resume



Making The Decision



Intentional/Impactful Onboarding



If you fail...fail fast