

HR Matters: Hiring Practices

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Narrator 1: Hi, I am Wanda Workforce. Our conversation today is about hiring practices, specifically values-based recruitment. Recruiting qualified candidates for open positions allows your organization to find talented people to support children and families. How do we find candidates whose values fit our culture?

Narrator 2: We would like to share with you how a values-based recruitment strategy can place organizational fit at the forefront of your hiring process. What are some of the benefits to having a values-based approach to recruitment, you ask?

Values-based recruitment fosters a positive work environment, improves staff morale, increases employee engagement, increases productivity, and reduces employee turnover. The first step in building a values-based recruitment plan is to make a list of guiding values and characteristics. This is also known as a Values Mapping Activity.

Write down how these values translate into an employee's day-to-day activities. This will act as the foundation for your values-based recruitment strategy. The second step is to promote those values in your job postings. This will assist in attracting candidates who understand your values. It also gives them the opportunity to learn more about your organization ahead of an interview. Lastly, employ value-based interviewing strategies. Ask questions about values and how they may deal with a certain situation. This will help identify candidates who fit your culture.

Narrator 1: Research by Deloitte establishes that 88% of employees believe a distinct corporate culture is important to business success. What did we hear today? Hiring Practices and job postings should promote the organization's values and utilize interview questions designed to assess if the candidate fits in with your organization. Ultimately, value-based recruitment can be a big advantage. Including it in your HR strategy can lead to long-term, successful hires.

See you next time on HR Matters!

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