



Risk Managemer

The Goals Of Staff Screening

- Select the most suitable staff to help the organization fulfill its mission.
- Screen out applicants who constitute an identifiable risk to the organization or its service recipients.



Nonprofit III Risk Management Center III

How Are We Doing?

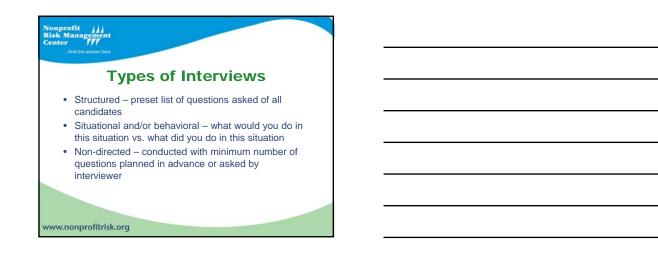
- 88% of employees leave for reasons having to do with the job, the culture, the manager or the work environment.
- 66% of workers do not identify with or feel motivated to drive their employer's business goals or objectives.

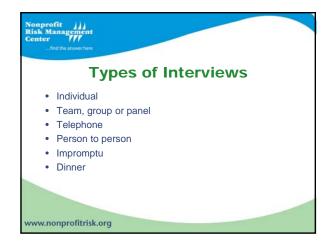
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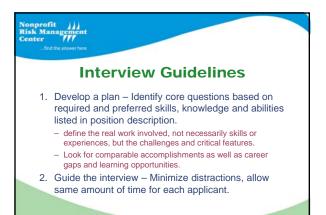
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Selection Risks

- · Claim of discrimination in hiring
- Claim of negligent selection ("negligent hiring")
- Loss of productivity, loss of business, decreased morale, increased turn over





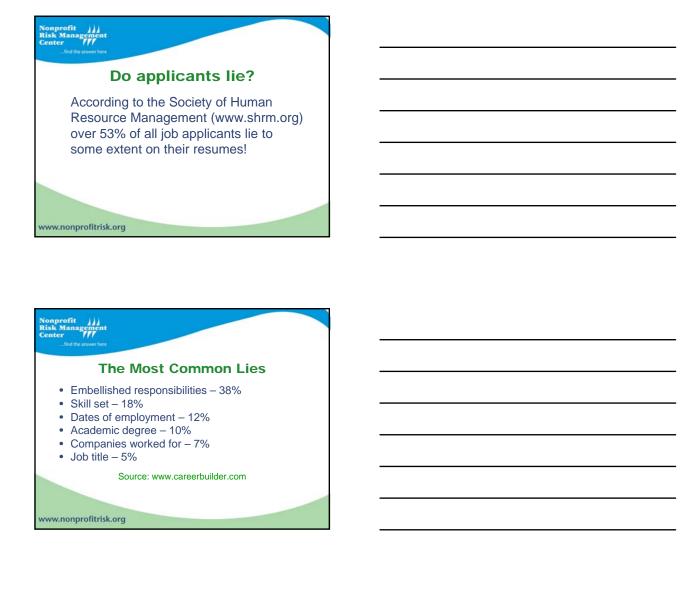




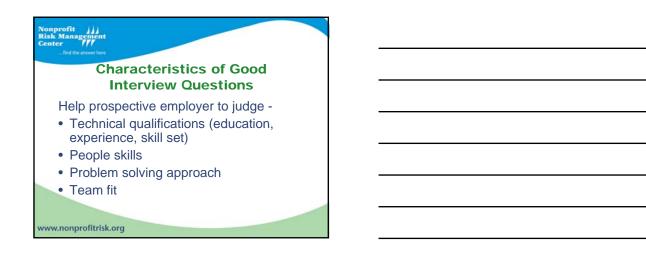
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Interference with Accurate Assessments

- Halo/horn effect
- Candidate-order or contrast error
- Telegraphing
- Too much/too little talking
- Inadequate/inconsistent record keeping









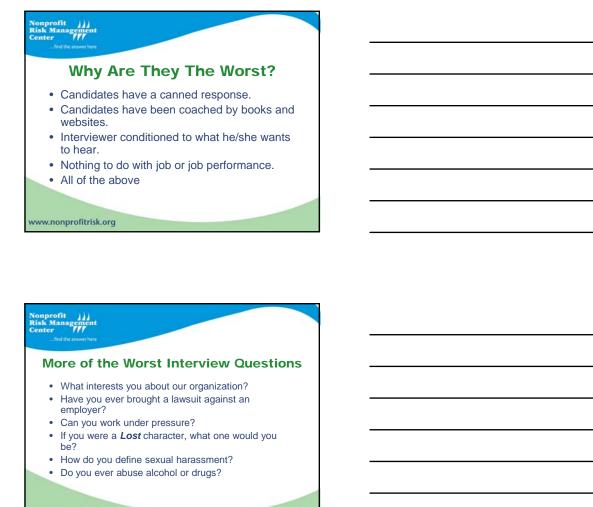
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Best Interview Questions

- What's your ideal job?
- What do you do in your free time?
- What have your colleagues said about you?



- Why do you want to work here?
- What would your last boss (or friends) say about you?
- Why should we hire you?

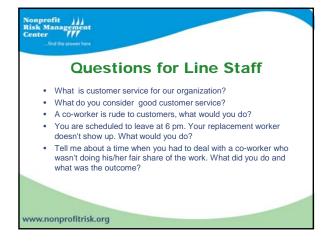


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Warning Signs in Answers

- · Answers are big on objectives.
- Candidate surprised by question.
- No acknowledgement of any area that could be improved.
- Most crucial function of current job unknown.
- Candidate really wants to work for organization, but can't say why.
- Says that current organization doesn't offer enough room for growth.
- References can't offer specific details on job performance.



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...find the answer here

More Questions for Line Staff

- Tell me about a time that you didn't work well with a supervisor. What was the outcome and how would you have changed the outcome?
- Have you worked with someone you didn't like? If so, how did you handle it?
- Tell me about a time that you helped someone.
- Tell me about a time that you misjudged a person.

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The Most Important Question (or two)

- Of all the things accomplished in your career, what stands out as the most significant? Now could you go ahead and tell me all about it?
- Pose a realistic job related problem and have applicant relay the process to resolve it.

 Lou Adler, CEO and founder of The Adler Group—a training and search firm—the most important interview question of all time







