

# The Essential Guide for Hiring & Getting Hired

by **Lou Adler**

## Introduction & Organization of the Book

I've been in the recruiting industry for almost 35 years and counting. Before that, I had a pretty good run at two major Fortune 500 companies. Over the years I learned some big lessons and some great tactics about hiring top talent. All of the best ones are included here, or by reference to my earlier book, *Hire With Your Head* (©2007, Third Edition, John Wiley and Sons, Inc.). *Hire With Your Head* was written for hiring managers and recruiters with the focus on finding great candidates, interviewing and assessing them, and negotiating offers on fair and equitable terms. This book has been written for anyone involved in any aspect of the hiring process. This



includes candidates, people who aren't looking but will be or should be, anyone who needs to interview anyone else, and of course hiring managers, recruiters, and company

## ABOUT LOU ADLER



Lou Adler is the president of The Adler Group, an international training and consulting firm helping companies implement Performance-based Hiring. He is the Amazon best-seller author of *Hire With Your Head* (John Wiley & Sons, 3rd Edition, 2007), the Nightingale-Conant audio program *Talent Rules! Using Performance-based Hiring to Hire Top Talent* (2007) and *The Essential Guide for Hiring & Getting Hired* (Workbench Media, 2013). Adler is a noted recruiting industry expert, international speaker, and columnist for a number of major recruiting and HR organization sites including SHRM, HRPWA, CMA, ERE, LinkedIn, Kennedy Information and HR.com. He holds an MBA from UCLA and a BS in Engineering from Clarkson University.

# The Essential Guide For Hiring Amp Getting Hired Lou Adler

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**Inclusion Revolution** Daisy Auger-Domínguez, 2022-03-15 A leading diversity executive offers step by step guidance for confronting racial bias in the workplace We are in the midst of a global reckoning on race and corporations are on high alert But conventional approaches have fallen short leaving nagging questions about next steps Why do diversity trainings fail What is so wrong with a company's colorblind workplace culture In Inclusion Revolution Daisy Auger Domínguez provides frank answers to why popular efforts fail She then presents the definitive roadmap for revolution through her dynamic step by step process Reflect Visualize Act and Persist She offers proven research based strategies for racially inclusive management Racial inequality in the workplace is a problem we can solve Inclusion Revolution offers the necessary tools for managers to address issues of race power and exclusion to build change that lasts Because through the best teams companies can finally create a stronger future [The Essential Guide for Hiring and Getting Hired Lou Adler, 2013](#) **Box Office**, 1960 **Performance-Based Hiring**, 2016 Top performers aren't looking for just another job they want challenges and growth To get the best people you need to attract them differently which means your hiring process your sourcing interviewing and recruiting needs to change and even how you write your job descriptions In this course Lou Adler CEO and founder of the Adler Group explains performance based hiring an end to end four step process for hiring top talent Lou outlines the steps to help you expand your talent pool sourcing create job descriptions that deliver the highest quality applicants screening interview so you uncover what really leads to performance interviewing and make the best hiring decisions recruiting [SUMMARY - Hire With Your Head: Using Performance-Based Hiring To Build Great Teams By Lou Adler Shortcut Edition, 2021-06-18](#) Our summary is short simple and pragmatic It allows you to have the essential ideas of a big book in less than 30 minutes By reading this summary you will learn how to recruit the most competent and motivated people to work in your company You will also learn that half of all hires are disappointing because recruiters don't know how to objectively evaluate candidates a good interview is not synonymous with job performance The best people are not always the ones you think they are to attract the best it is more important to offer them serious career prospects than a good salary by recruiting on performance alone you will develop growth and diversity within your company The key to success for any company is to recruit the best performing employees Current recruiting methods do not meet this objective they are too expeditious and not objective enough Lou Adler a professional headhunter for the largest American companies offers you an efficient and systematic method performance based hiring process This method involves among other things distributing an attractive job ad knowing how to conduct an objective interview and evaluating candidates according to a unique performance grid So are you ready to get rid of your preconceived ideas and bad recruitment habits Buy now the summary of this book for the modest price of a cup of coffee **How to Create Job Descriptions that Prevent Employee Lawsuits and Simplify Your Hiring Process** Employer Resource Institute, 2003 **From Citizen to Cop** Jonathan

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