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Performance profiles - Use a job description, including duties and responsibilities, as your criteria instead of only assessing the candidate's skills, experience and personality traits. To hire superior people, first define superior performance.

Objective evaluations - Use basic questions to assess an interviewee's competency accurately.

~~Hire With Your Head Summary | Lou Adler Books~~

Hire with your head : using performance-based hiring to build great teams. [Lou Adler] -- This up-to-date and fully revised edition of the bestselling Hire With Your Head presents a proven system for hiring superior people, individually or in groups.

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Hire With Your Head (2007) will make you think twice before drafting a standard job offer that'll only attract standard recruits. Learn when to be the seller and when to be the buyer in the HR market so that you're guaranteed the pick of potential employees.

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