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### **How to Radically Reduce Hiring Mistakes**

- ❑ Did you ever have a job that you hated? How were you hired? What did you know about the job when you joined the organization? What did the hiring manager know about you?
- ❑ Most people are hired the “old” way. Employers consider resume, education, work experience, background checks, references, interviews, intuition and ... luck. The candidate tries to make a decision based on similar facts, intuition and ... luck.
- ❑ Did you know that 90% of all hiring decisions are made the “old” way and according to research done by Michigan State University, the “old” way is only 14% accurate?
- ❑ More than 30,000,000 (yes, thirty million) people have secured employment by lying on their resumes.
- ❑ No wonder so many people hate their jobs, are hanging in there, doing mediocre and would change instantly, if they found something better. Just think what this is costing the economy and how many lives are ruined due to job dissatisfaction. (Money issues, divorces, heart attacks, burnout, etc.)
- ❑ I have made hiring mistakes during my corporate career, who hasn't? I also had jobs that just didn't fit even though my skills were a perfect match. What a waste of my time and that of the company I worked for.
- ❑ Did you know that the cost of replacing a \$17,000 per year employee was calculated by a major international bank at \$51,000 and that the cost of replacing a manager or salesperson may be as high as 3x their annual salary, lets say \$300,000? Over 40% of high-level executives would change their careers if they could replace the money. These executives are zeroing out in careers they do not have any passion for.
- ❑ There must be a “new” way to deal with this global issue, a “new” way to stack the deck in everybody's favor, a way to hire the right person for the job and create a win-win situation for all involved.
- ❑ I was the COO of a large, prominent, extremely successful, national retail organization in Switzerland. We wanted more and a consulting team was brought in to help us achieve our outrageous objective. I was lucky to experience the huge impact that this “secret weapon” achieved. The return on invest is fantastic.
- ❑ Leonard Schlesinger, of Harvard University, states that organizations who distinguish themselves in the way they hire, train and treat their people, have achieved over 50% increases in service, quality and customer satisfaction, growth rates of 60%-300% over competitors and return on sales between 200%-300% over their competitors.
- ❑ So what is the secret, magic potion? Actually it's not so much of a secret, since approx. 40% of the companies use this process. I call it “benchmarking with assessments”. The process is used in addition to the “old” way with interviews, etc.
- ❑ By assessing people's values, attitudes, passions and behavior, they are able to find the right job for them, and are very happy in their perfect spot. This massively reduces stress, health issues, conflict, theft, accidents, turnover and workers compensation. Other key benefits are improved culture, increased teamwork, communication, performance, customer service and sales.
- ❑ I use assessments not only for the hiring process, but also to support my clients become as successful as they want to be.

PS:

If a picture is worth 1,000 words then a demo is worth a 1,000 pictures. Request your **FREE** personal assessment now!