



"Help is on the way"

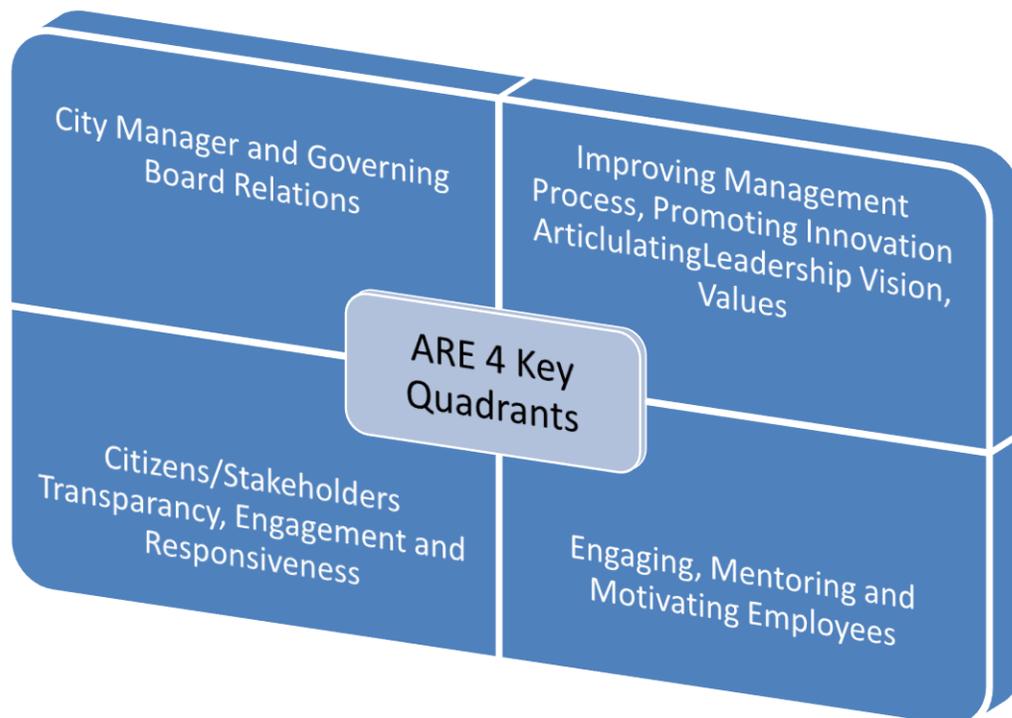
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Approach

Results

Experience ©bridgegroupllc

We ARE truly all creatures of habit. Leaders consistently rely on proven approaches and techniques to maneuver through the challenges of running complex organizations. Understanding the wiring diagram of the approaches that leaders use in managing their organizations are critical in making a decision on whether or not they will lead your organization. Using ARE allows you to determine how your prospective candidate for the position approaches issues in four key ARE Quadrants:





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What approaches does the candidate use?

- ✓ To interact with the city manager and governing body
- ✓ Manage lead and innovate in their organization
- ✓ Engage and motivate employees
- ✓ Provide transparency, engagement and responsiveness to citizens/stakeholders.

The use of these components provides a lens to look into how a candidate's approaches get results and if these results will create a greater potential for them to be successful in your organization. The specific components to be addressed in each quadrant can be tailored to your organization's needs and the position being recruited.

The purpose of using the Approach, Result and Experience (ARE) analysis of a candidate for recruitment is to assess whether or not the experience from the approaches they have used to get results can be used to benefit your organization. ARE is used to develop candidate screening criteria, questions and exercises to evaluate the following:

Approach- What approaches or techniques a candidate uses to get results?

Results- What actual results they have accomplished in the four quadrants?

Experience- Will their approaches and results be effective in your organization?

Why is ARE a different approach to recruitment? Instead of focusing simply on a candidate's competencies, ARE provides a road map for assessing and determining the potential for the candidate to perform well in your organization, based on the approaches and techniques that have been used to address issues in the four quadrants during their career. By asking candidates to provide information on the first two questions, you can then assess how their experience will benefit your organization.



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How do we use the ARE? ARE questions can be used in initial and semifinalist online confidential candidate screening surveys. The questions can also be used as part of the final interview or in exercises.

By using this approach you have a higher potential for finding candidates that ARE a right fit for your organization.

Recruitment Focus Chart© bridgegroupllc

To create this balance between the “hard and soft” skills we rely on factors in our Recruitment Focus Chart below to develop the candidate profile and job analysis that will eventually be incorporated into the recruitment brochure.



The Recruitment Focus Chart provides a “true north” for directing our efforts during the development of the candidate profile, brochure and recruitment process..