How do we identify good candidates?

You've eliminated a considerable number of applications, screened the others to the last detail, vetted the most accomplished ones through rigorous stages of your standard hiring framework, and finally zeroed in on two candidates.

The first one is Lousie who is a master at the craft of interviews and has an impressive resume. She sits in front of you with gravitas and has perfectly framed eloquent answers to your - *tell me about yourself* - characteristic questions.

And next to her is Amara. She has a crisp resume. You can see she has potential but uneasiness is evident from her demeanour. She doesn't have as graceful answers as Louise to your characteristic questions.

So, whom will you choose? Most of us, when presented with a similar question, will find ourselves inclined towards choosing Louise. And that's exactly where you need to ask yourself - **Is Louise the best candidate for the job or is she the best at 'interviewing'?**

Going back, suppose you were hiring for the role of a software developer. The whole game turns upside down in that case.

Well that means, Lousie may be a great candidate to interview. She's confident, bold, and powers the entire room. A person like her would be an exceptional fit for sales and marketing roles but may not necessarily be great at software development.

Amara, on the other hand, however nervous, might be extraordinaire in the software development vertical but not so great at sales roles.

This situational analysis boils down to the fact that you need to hire the ***best candidate for the job, as opposed to the candidate who gives the best interviews***.

Ron Friedman, author of The Best Place to Work says, "In many cases, job interviews are entirely disconnected from the reality of people's day to day job."

So how exactly are going to choose the best candidate for the job? Well, here's a fool-proof framework:

- Be absolutely clear about your requirements from the person you're hiring for a particular role. This has to be in terms of both job skills and behavioural intricacies.
- If they have what you're looking for, figure out the ***best way*** for these candidates to demonstrate those skills. Because interviews are limited and may not be the best approach for all roles.

But that's not it. Here are 5 tips that will make sure you always choose the right candidates:

Note: **FOR A BLOG ARTICLE, THESE FIVE POINTS WILL BE DESCRIBED IN DETAIL. AS THIS IS A SAMPLE ARTICLE I AM LEAVING IT HERE.**

1. **Give your candidates a problem to solve.**
2. **Give them a project - relevant to the job role.**
3. **Get out of the 'interview zone' to judge them further.**
4. **Allow them to talk about their passion and pay extra attention.**
5. **Collect feedback from people who weren't inside the interview room.**