

Title: Innate Ability Hiring

Video Description: It's time to add screening for innate abilities into your hiring process. You want candidates who check the boxes and have the skills you need for the role. Learn how to Stop the Hiring Gamble.

INT. OFFICE - DAY

Establishing shot of GERALD sitting at a desk.

GERALD

(looking at the camera)

If you've seen any of my other videos, you already know that you need to be thinking about innate abilities in your hiring decisions. Innate abilities will tell you what a candidate is good at and help you find a perfect match between the skills they have and the ones you need.

So, how do we hire for these abilities? A personality test isn't going to help us determine the best fit for a role. Headhunters and hiring agencies can be useful for assembling a candidate pool with the right experience or credentials, but a hiring agency can bring you good and bad hires just the same.

I'm not saying that we stop looking at education, training, licenses, certifications, and experience. These still matter. Instead, I propose adding a screening for innate abilities to your hiring process. This screening won't require advanced technology or all that much time. It will require listening in a different way than you may be used to.

To make a good hire, you need to be clear on what you are looking for. Think about your team and their abilities.

Shot of GERALD looking pensive and writing down a list of names and abilities.

If you want more direction on identifying abilities, look to my last video. Once you have a list of skills in your team, look for what abilities are missing. Do you have any abilities missing names? Do you have more names in certain abilities than others?

Now, if you have an opening, you need to consider how that new hire will fill an ability hole on your team. It doesn't matter what position or job title you are hiring for. For your team to function optimally, you want all of the abilities on your team.

If you have a smaller team, go back to your list and put down second or third abilities that your team might have. You should also list when someone might be emulating an ability that doesn't come naturally to them. For example, you might have an implementor who is trying to act like a reckoner to help your team meet requirements. When you hire your next candidate, you want their abilities to take over for the secondary or emulated abilities. Every hire is a strategic

opportunity to add strength and free up your team to do what they are best at rather than having to wear ill-fitting hats.

When it comes to interviewing, here is how you listen for the abilities. In what people say, there will be cues towards the abilities. You'll have to listen with the mindset of looking for the abilities when you ask questions. Here's an example.

3/4 side shot of GERALD holding papers in front of him and pretending to read from them.

GERALD

Can you tell me something about yourself that isn't on your resume?

Graphic with Grower illustration.

Speech bubble: I am constantly coming up with new ideas.

Graphic with Chief illustration.

Speech bubble: I organized participants for a fundraising event.

Graphic with Implementor illustration.

Speech bubble: I am a very detailed person.

Graphic with Reckoner illustration.

Speech bubble: I am a neat freak. I love to keep things organized.

Graphic with Peddler illustration.

Speech bubble: I sold pest control products for three summers.

Graphic with Producer illustration.

Speech bubble: I enjoy outdoor sports.

3/4 side shot of GERALD holding papers in front of him and pretending to read from them.

GERALD

Where do you see yourself in five years?

Graphic with Grower illustration.

Speech bubble: In five years, I want to own my own business.

Graphic with Chief illustration.

Speech bubble: I would like to develop ways to help employees work more efficiently.

Graphic with Implementor illustration.

Speech bubble: I would like to earn my Lean Six Sigma certification.

Graphic with Reckoner illustration.

Speech bubble: I would like to renew my CPA license and apply for a CFO position in the company if it becomes available.

Graphic with Peddler illustration.

Speech bubble: I would like to get my real estate license.

Graphic with Producer illustration.

Speech bubble: To be honest, I just want job stability. I hope to be happy in this position.

3/4 side shot of GERALD holding papers in front of him and pretending to read from them.

GERALD

How would other people describe you?

Graphic with Grower illustration.

Speech bubble: That I am good at seeing opportunities for expansion.

Graphic with Chief illustration.

Speech bubble: That I am a leader; people follow me.

Graphic with Implementor illustration.

Speech bubble: That I get things done.

Graphic with Reckoner illustration.

Speech bubble: That I am great at math and problem-solving.

Graphic with Peddler illustration.

Speech bubble: That I am a people person.

Graphic with Producer illustration.

Speech bubble: That I am loyal.

3/4 side shot of GERALD holding papers in front of him and pretending to read from them.

GERALD

Give an example of how you solved a problem in the past.

Graphic with Grower illustration.

Speech bubble: I figured out another way of approaching the situation, and it worked out great.

Graphic with Chief illustration.

Speech bubble: By forming a team to generate solutions.

Graphic with Implementor illustration.

Speech bubble: I was able to implement a strategy that worked for me in the past.

Graphic with Reckoner illustration.

Speech bubble: I took the time to analyze the situation and bounced it off management to get their buy-in, and they successfully moved it forward.

Graphic with Peddler illustration.

Speech bubble: The company was losing market share, and I developed a social media campaign that management bought into.

Graphic with Producer illustration.

Speech bubble: No one on the floor understood how to implement a new procedure. I met with my boss and explained the issue; she finally understood what we had been complaining about. She instituted more training, and things improved dramatically.

Return to the establishing shot of GERALD sitting at a desk.

GERALD

You've got a sense now of how the different ability types will respond to the interview questions. If you find it helpful, you could go through your interview questions and imagine how each of the ability types would respond to the interview questions you usually ask.

Now, I have three suggestions for questions to add to your interview:

1. **What unique skills do you bring to a team? Give an example.**

With this question, you are directly inviting them to identify for you what their natural skills are. It can't get any easier!

2. **What can you do day after day without tiring?**

This question will help you root out the difference between someone who is emulating the ability to get the job versus the person who really has the skillset you want. If they are working outside their natural skillset, it is likely their enthusiasm and energy will lag over time. Is someone really a peddler who won't get tired of pitching, or did you just sell them too well on the perks and pay? You want to find that out as soon as you can.

3. **Tell me about a time you felt you were in the wrong job or that someone else could do your job better than you.**

Here's where they tell you what they can't do. A producer would be the wrong fit for a role that needs a grower.

Another option is giving your candidate a questionnaire.

Graphic with a questionnaire form with the following text.

QUESTIONNAIRE:

Order from most like you to least like you. (1 = most like you. 6 = least like you. Use all six numbers by placing one by each statement; use all the numbers and do not use a number more than once.)

On the job, my focus is best:

1. On coming up with novel solutions.
2. On the people who need to be mobilized to accomplish a goal.
3. On lining out the tasks that need to be completed.
4. On making sure the company is accountable.
5. On broadcasting the successful outcomes to others.
6. On keeping your head down and doing the work that's needed.

A grower will put a number one by the first blank, a chief will place the second description as most like them, an implementor will choose the third description. The fourth will be a reckoner, fifth peddler, and sixth will be a producer.

When you're matching a position with an ability, some will be easier than others. For example, a reckoner is a great fit for an accountant position. But what if you want to hire a lead to supervise a team of accountants? The innate ability for that role would likely be an implementor. So now it gets a little more complicated. You want an implementor who happens to also have an accounting background. This is a bird of a different feather and necessitates figuring out if a candidate has the implementor innate ability which you can easily screen for. What if you want to hire a CFO to head a whole accounting department and proactively provide information to upper management? The field of candidates narrows even further. You will need to hire someone with the chief innate ability. This is a rarer person