



How to Build a High-Performing Team: Changing the Way You Think About Recruiting

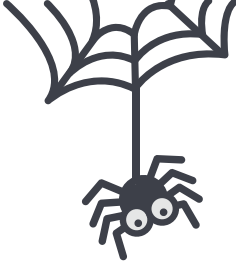
Philip Botha from Culture Advantage has put together 10 things you should ask yourself while you recruit, to make sure you are building a high-performing team with the right people!

Myth 1: “Developers are desperate for work.”

- Do I, and everyone involved in hiring, understand my company’s “why”/purpose/mission?
- Do I, and everyone involved in hiring, communicate my company’s “why”/purpose/mission to the candidate whenever the opportunity arises?

Myth 2: “If I woo my candidate during the in-person interview, I’ve hooked them.”

- Am I wooing candidates in every phase of the hiring process by showcasing our company culture?
- Are all my communications to the candidate before, during and after the interview timely, clear, and personalised?



Myth 3: “I won’t make a hiring mistake if the person can do the job.”

- Do I know what drives the candidate’s career ambition before I decide to pursue them?
- Am I clearly communicating our beliefs and values during interviews, and making sure they align with the candidate’s?

Myth 4: “The candidate shouldn’t talk to the hiring manager and team outside of interviews.”

- Have I coached my hiring manager and team to communicate with candidates outside of interviews, without creating an expectation of being hired?
- Is communication with candidates delayed because information has to go through other people, rather than the hiring manager talking directly with the candidate?

Myth 5: “If I don’t make the first offer, the candidate won’t consider us.”

- Am I making time in the recruitment process to spend quality time with the candidate, by streamlining where it makes sense to do so?
- Did I gather feedback from all the relevant parties before making a final decision?

