

Questions to Ask Before You Begin Your Screening and Selection Process



- What problems will this person/role solve?
- What key outcomes do we expect from this role?
- How will success within this role impact the team or organization during the onboarding period (up to 90 days) and well after?
- What unique attributes does this role require beyond technical expertise?
- How can we assess for behavioral competencies that align with our culture?
- Are there industry-specific challenges we need to address in our screening process?
- Which skills would our ideal candidate need on day one for success, and which could be taught or developed over time? What are the must-haves vs. nice-to-haves vs. trainable skills?