

The Page



Notes and comments for friends and clients of Lisk Associates

September 2011

Diamonds in The Rough

Can you spot a diamond in the rough?

They exist inside every organization, but most managers fail to identify them. Meanwhile, research indicates these diamonds will never reach their potential because they are in the wrong job. Or worse still, they're in the right job, inside your very own organization, but are being mismanaged.

Why are so many people in the wrong job?

Experience and education do not a superior performer make.

Yet, management bases their hiring decisions on education and experience. There is no research to support that hiring based on education and experience leads to successful job performance. If there was, then all educated and experienced people would be top performers.

They were a perfect fit...for the job description, but not the work.

Hiring managers fail to understand the job. A job description does not provide a basis from which to interview and hire. Instead, the job must be defined by key accountabili-

ties: usually not more than three to five for most jobs. Once these are identified, they provide a basis for specifying the knowledge, certifications, behavior, motivators, experience, personal skills, and education required to fit the job.

The hiring manager loved them.

Hiring managers tend to hire with their heart, not their head. But they need to look for chemistry between the person and the job, not the chemistry they feel toward the applicant.

Finding Diamonds

Finding those diamonds in the rough starts with clearly defining the job with key accountabilities. Once the job has been defined, a system to qualify and screen candidates can be established.

“If hiring managers are allowed to interview candidates who have an 80% to 90% job match, most performance and retention issues go away.”

For more information on finding diamonds in the rough, read our white paper:

[Selecting Superior Performers Safely Under The Law.](#)

Thank you to Target Training International, LTD. For this month's submission.

Happenings at Lisk Assoc.

**Public Real-Time Coaching Workshop
October 19-20, 2011 at the UK Boone Center in Lexington, KY**

This workshop is for anyone who relies on others to get results.

The investment is \$895 and will be two days well spent. Here is a link to more details:

[Real-Time Coaching Workshop Details](#)

While we're touching on relying on others to get results, October's upcoming focus topic is something that may be affecting you and your organization:

“Personal Accountability”
Register for our free public webinar October 20 @ 4:00 PM EST.

[Being a Personally Accountable Organization](#)

The difference between good and great organizations leads back to personal accountability. Learn from the experts on how to develop this much needed trait in your own organization.

Watch for November's upcoming topic: Turning Performance Appraisals from Subjective to Objective.