

*Hiring  
Manager  
Profiles*



**WAY  
SOLUTIONS**

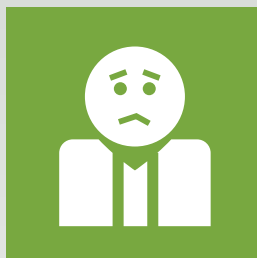
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# Hiring Manager Profiles



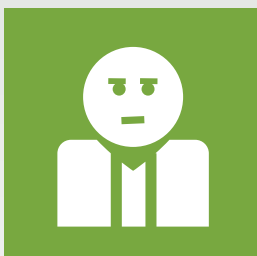
## AGGRESSIVE

- Every candidate must “prove” they are worthy for the job/manager/company.
- Candidate must “sell” the manager on the fact that they want the job.
- Interviews are more like interrogations.



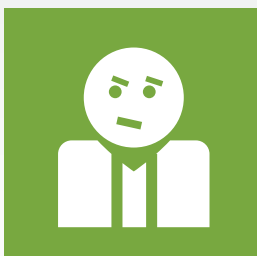
## AFRAID

- Lack of certainty about what the job requires.
- Wants lots of opinions on a candidate from others.
- May require multiple interviews  
*(never sure about candidate/fearful of risk)*



## PERFECTIONIST

- Do not want to compromise at all on what type of candidate they want to hire.
- Looking for exact skills/number of years experience/other qualities which may not have anything to do with job performance.



## DISTRACTED

- Too busy to take time to think through the position.
- Delay when interviews can be scheduled with candidates/allow interruptions in the interviews themselves.
- Not consistent with interviews  
*(very difficult for them to make hiring decisions, because similar information about each candidate is not gathered).*

# Hiring Manager Profiles



## UNREALISTIC

- Disconnected with the market and what is realistic for the position (*underpay*).
- Ask for the wrong grouping of skills for the position.
- Contradictory in what they are asking for and may not be open to information that disproves their expectation.



## BALANCED

- Understands what the position requires for good job performance.
- Has priorities about what they are looking for.
- Understands the market and what it will take to find a candidate.
- Interviews are a proper balance of behavioral questions with mostly listening and some selling of the opportunity.



## DESPERATE

- Need someone in the job so bad that they will hire anyone who has a heartbeat.
- Don't interview to determine behaviors for job performance.
- More talking and less listening in the interview.