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process. I've been able to introduce the POWER Hiring concepts to a major professional services with significant results including better retention and a reputation as an employer of choice.

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hiring. As a tip, make sure you get a large applicant pool as many will drop from the performance-based part of the application the book recommends. What does hiring with your head mean here? It means using evidence-based decision making and not letting unrelated information get in the way.

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Using Performance-Based HiringSM to Build Great Teams - Hire With Your Head by Lou Adler Hire With Your Head (2007) will make you think twice before drafting a standard job offer that'll only attract standard recruits.

**Hire With Your Head
by Lou Adler -
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For the sake of brevity - and because it is stated so clearly by Lou Adler himself, "If you want to hire superior people, use a system designed to hire superior people." "Hire with Your Head" lays out the clearly best practices for attracting, selecting, closing, and taking the necessary first steps to retain top performers.

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**Head: Using... book
by Lou Adler**

Performance profiles -
Use a job description,
including duties and
responsibilities, as your
criteria instead of only
assessing the
candidate's skills,
experience and
personality traits. To
hire superior people,
first define superior
performance. Objective
evaluations - Use basic
questions to assess an
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