

TP HCM Recruiting

◆ *Overview & Process* ◆



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Recruiting Process

Here at TurningPoint, we offer a variety of recruiting services. Our team of HR Specialists are specifically skilled in hiring for all areas of employment including but not limited to, Executives, Engineers, Managers, Staff/Admin, Specialty Technicians and Trade Positions. Whether you need one position or 100, we are here for you - from job ad creation to offer letter.



Step 1

- Initial Consultation
- Discussion of Job Descriptions
- Number of hires, timeline discussion
- Job Ads Posted - 25+ job boards



Step 2

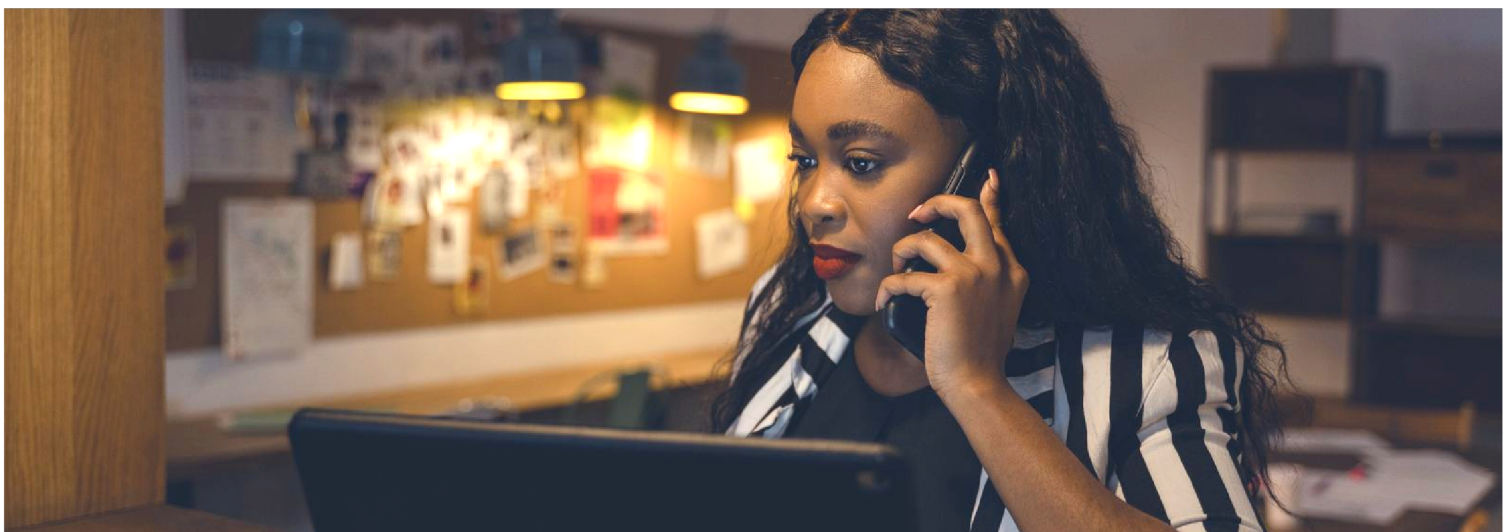
- Candidates are searched and sorted
- Compliant applicant tracking system
- Phone screens
- 1st round interviews completed by HR Specialists



Step 3

- Final candidates presented to client
- Final interviews scheduled
- Background checks
- Offer Letter
- Onboarding Assistance

All recruiting fees are billed hourly at a rate of **\$90/hr**. There are no monthly or annual contracts. No hiring fees or hiring percentages based on salary. Invoices are billed weekly along with detailed time reports.



Performance-Based Interviewing

A performance-style interview is based on goal-related questions in order to discover the applicant's approach regarding personal and/or professional goals that they established for themselves and the actions that they took to reach them.

Sample Interview Questions

Here are some performance interview questions which cover creativity, expressing opinions, making decisions, communications, leadership, delegating, goal-setting, and conflict resolution in both personal and professional situations.

1. What was the most ingenious idea you came up with on a job and how did you convince your boss to implement it?
2. Tell me about an incident where you had a strong opinion on a situation that may not be popular, but you thought it was too important to ignore and voiced it.
3. How do you handle situations where you're describing an important concept or instructions to someone and it's obvious you two are not understanding each other?
4. Describe how you have led a team to achieve high goals under difficult circumstances.
5. What are the most impressive goals you've reached and how?

Behavioral Interviewing

Behavioral-style interviewing is based on discovering how the interviewee acted in specific employment-related situations. The logic is that how you behaved in the past will predict how you will behave in the future, i.e., past performance predicts future performance.

Sample Interview Questions

Here are some common behavioral interview questions. Our team is trying to gauge not only how successful the candidate is at solving problems, but also the strategies and skills they used to do so.

1. Tell me about a time when you handled a challenging situation.
2. Tell me about a time when you made a mistake. What did you do to correct it?
3. Tell me about a time when you were in conflict with a peer and how the situation was resolved.
4. Tell me about how you work under pressure.
5. Give me an example of how you set goals.

