

HIRING AUTHORITY DILEMMA: "SHOULD I HIRE THIS OBVIOUSLY OVERQUALIFIED CANDIDATE?"

CANDIDATE DILEMMA: "HOW DO I SELL MYSELF FOR THIS OPPORTUNITY WITHOUT DEMEANING MYSELF?"

From the hiring authority perspective, is the company going to be growing remain stable or in decline? If it is growing, then over hiring may make perfect sense. In addition, hiring authorities may fail to appreciate how important their non-cash benefits are for great candidates: commuting distance from home, corporate culture, etc. The emotional value of not having to move one's family does not appear on a company balance sheet. But it still is a value.

From the job candidate perspective, I once had a client who secured a job with the following proposition: "If I left you two years later for another job, would you consider that you got ripped off or got a good deal? I give you my promise that if you offer the job, I will accept it and will commit to two years. And if I break my commitment you can and should give me a negative reference."

Here is why this technique works:

There are two errors a hiring authority can make: (1) the "best" candidate was not hired and the company sub optimized in its selection. This error is usually only known to the hiring authority. It can keep it secret. (2) a jerk was hired. This error is public and can harm the career of the hiring authority. In the case of overqualified candidates, a "jerk" is someone who was hired and left for a better job a few months later.

This technique above reassures the hiring authority that there is low probability of committing a type two error.

What do YOU think?

Send me your comments to:

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