



MITSUOKA & COMPANY

A few insights about our process to recruit, interview and select the best talents.

UNDERSTANDING YOUR NEEDS

YOUR STORY

- Mission, Vision, and Values?
- 10-year, 3-year, and 1-year goals?
- How does recruiting fit into those goals?
- What are your recruiting challenges?

QUESTION TO THINK ABOUT

1. How long has this been a problem? Have you tried solving it before?
2. Did it work? If not, why didn't it work?
3. Why is fixing this important?
4. How is it effecting your current situation?
5. What's the consequence of this not being solved the right way the first time?
6. Why is this important to you personally?
7. How would your life be different if this was solved?
8. What do you want your situation to look like 12 months from now?
9. What's the cost of this problem? - In other words, if this problem isn't solved the right way the first time, what will the financial implications be?

HOW TO SELECT A CANDIDATE?

Systematic Process

Behavioral Interviewing

Challenging the candidate and building trust

Systematic Process

Systematic Process – Resume Screening, Phone Interview, Spark Hire / Application / Assessment Tests, 1st Interview, Callback, Final Interview, Decision Call

Behavioral Interviewing – Using past performance to predict future performance (concrete data). Narrowing down specific traits that will make someone successful in the position, and then asking directed questions on where they've shown these traits in the past. Probing with follow up questions to get a well rounded understanding is important for getting an accurate rating on the traits.

Challenging the candidate and building trust – This naturally happens through our rigorous interview process and behavioral interviewing techniques. Our interviews are conversational and we take the time to truly get to know the candidate as a person. We want what's best for the company AND for them, and we want them to know that. It is also important to address red flags that come up during the process, and hold the candidate accountable to the little details and being at their best.

Selling the position – Candidates have options and to hire the best people we need to get them excited for this opportunity. Starting by understanding what is important to them. How will this help them achieve their goals? What's the work culture like? What are the benefits? What's the future career path? We help them "paint the picture" of what they can accomplish in this position.

LEARN MORE ABOUT OUR BUSINESS: [MITSUOKACOMPANY.COM](https://mitsuokacompany.com)

 @MITSUOKACOMPANY

 [LINKEDIN.COM/COMPANY/MITSUOKACOMPANY/](https://www.linkedin.com/company/mitsuokacompany/)