

Has Competency-based Recruitment Reached its Sell-by Date?

The most common method of hiring used by organisations is competency based recruitment - a process of recruitment based on the ability of candidates to produce anecdotes about their professional experience which can be used as evidence that the candidate has a given competency.

But has competency based recruitment ***reached its sell by date?*** Competency interviews are based on the assumption that past behaviour will predict future performance and typically focus on a small number of generic aptitudes. Whilst competency interviews are known to be reliable, objective and consistent, the method has ***fundamental flaws.***

Competencies can be defined as assessing ***“what you CAN do”*** in essence someone who can do the job; however in order to excel what we really want is someone who will really enjoy the role. This person is far more likely to perform better and be more likely to stay in the job.

Defining ***“what you really ENJOY doing”*** is referred to as strengths based recruitment. Strengths-based recruitment helps employers to recruit people based on their natural talents by enabling them to identify and assess the things that candidates not only do well but also love doing. The approach is more reliable because it matches an individual’s strengths to a given role, ensuring that job applicants are not just capable, but will actually be engaged and motivated enough to live up to expectations. Strengths-based recruitment likewise enables people to be more authentic and to show themselves for who they genuinely are, natural energy and authenticity will literally shine through.

With a greater numbers of candidates and more people with high potential on the market than ever before and organisations crying out for people who will thrive, be energised and have the potential to reach peak performance, recruiting for strengths may be the answer.

Just imagine the difference to your organisation if everyone you employed really enjoyed what they do.

PRISM Select Online Is a revolutionary tool for all who are engaged in strengths-based recruitment and want to select the right people, first time every time.