Build A Success Factor Snapshot

The first and most important part of the entire hiring process is to build an accurate definition of what is expected from the role.

The traditional job description is worthless as a tool for predicting and managing success and performance.

Not defining success is the #1 reason behind hiring failure.

The Success Factor Snapshot for executive and managerial roles is built through an approach we term "**S.O.A.R.**"

The process involves linking business objectives to departmental or team goals, identifying the

obstacles standing in the path of those goals, creating quantifiable, time-based objectives to overcome the obstacles, and finally developing the primary result that clearly indicates the goal was achieved.

You can download samples of Success Factor Snapshots by clicking here.