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SPECIAL FEATURE

How to Use Competencies to Hire Top Performer

HR teams are savvier than ever about personality assessments and want to dig deeper when evaluating top performers. The days of creating job descriptions that include a list of tasks or traits one must possess are becoming less relevant. As a result, a best practices hiring approach is shifting toward competencies.

Competencies are bundles of personal attributes, such as personality traits, motivational factors, knowledge, and skills that come together with the work environment to give rise to strong performance in business-critical outcome areas.

Using competencies when hiring dives deeper into someone's potential to do the job and helps you answer questions such as: How does this person's personality play into their motivations on the job? How can they best work in the current role, and what potential do they have in the future with your company?

Big "I" partner Caliper recently completed a massive, multi-year research project to identify the competencies that point to success in a variety of jobs across all industries. And they'd like to share their findings with you.

Join Caliper Tuesday, March 14, 2017 at noon EDT for a free webinar on *How to Use Competencies to Hire Top Performers*.

To register for this free webinar, [click here](#).

Learn more about your Big "I" discount on Caliper testing and services at www.iiaba.net/Caliper.

