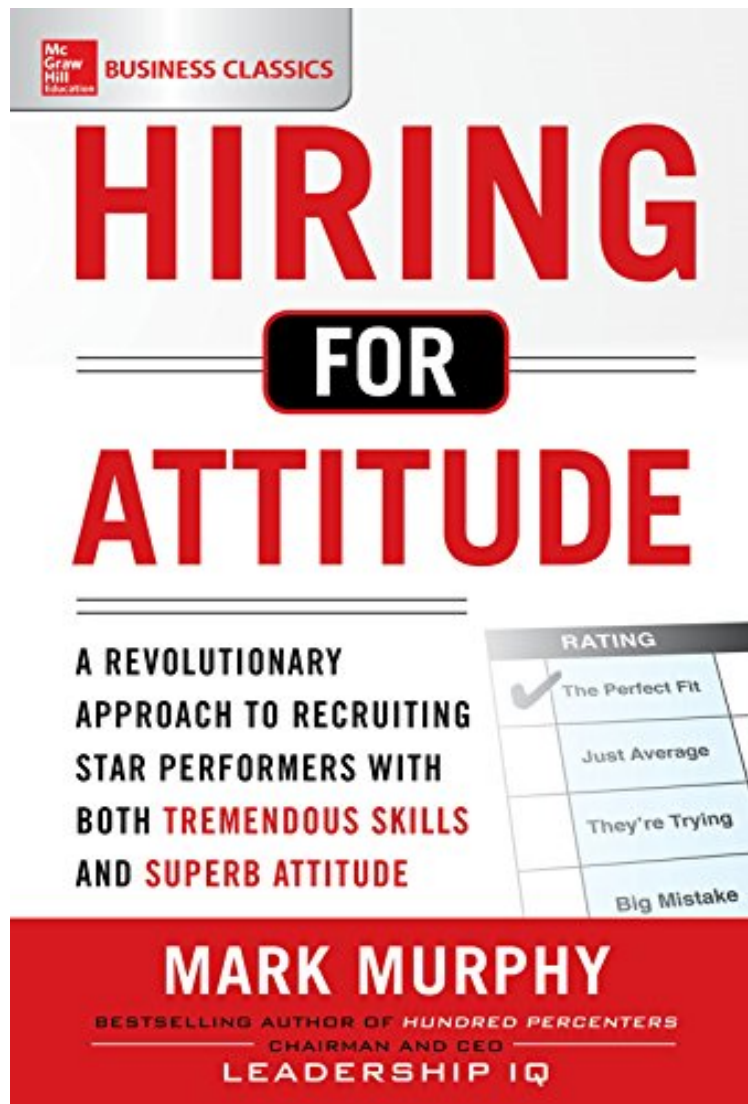


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Hiring for Attitude: A Revolutionary Approach to Recruiting and Selecting People with Both Tremendous Skills and Superb Attitude

Mark Murphy

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Mark Murphy : **Hiring for Attitude: A Revolutionary Approach to Recruiting and Selecting People with Both Tremendous Skills and Superb Attitude** before purchasing it in order to gage whether or not it would be worth my time, and all praised Hiring for Attitude: A Revolutionary Approach to Recruiting and Selecting People with Both Tremendous Skills and Superb Attitude:

4 of 4 people found the following review helpful. Extra material, yes. Worth reading, yes. By Rebecca M KeoghI

purchased this book after a rough working experience at my former job. I heard about it through word of mouth. I agree with the 1 star review that the book is self-promoting and contains a huge excess of material but under all of that is great thought provoking material. When the author mentioned his company time and time again I would just roll my eyes and move on. I found it best to keep a journal while reading and take time to contemplate many of his suggestions before moving on. I enjoyed the concept of how to ask some of the questions and took time to figure out how that would work in my situation. Really it prompted thoughtful discussion on what my career priorities were and how to find a company/boss who shared those priorities. I suggest it to many people and find I can summarize it in a short amount of time but then they don't take the time to contemplate the concepts. 3 of 3 people found the following review helpful. I liked the book at first and really liked the idea. By John I liked the book at first and really liked the idea.... But the constant self-advertisement of IQ Leadership and trying to invent new buzz words and their repetition really detracted from his main points.... I would never be able to take this book and suggest it to an executive because of these issues. I think there are good points he makes but it's painful getting to them. Every few pages is a copy pasted paragraph directing you to his company website.... 29 of 31 people found the following review helpful. A radical rethink of the hiring process. By John Gibbs. Virtually every one of the standard approaches to selecting the right people for an organization to excel is dead wrong, according to Mark Murphy in this book. Most executives try to hire the most technically competent people, whereas the vast majority of the roughly half of all new hires who fail within 18 months fail for reasons of attitude, not for lack of skill. The book goes on to provide a range of useful advice on hiring people. An important first step is identifying the unique factors of your organization's culture that determine whether or not a prospective employee is a good cultural fit, and what attitudes a prospective employee needs to possess in order to succeed within that culture. Most people find it very difficult to define such cultural issues, but the author provides a relatively simple way to do so. Other advice given in the book includes: * Why standard interview questions do not assess attitude * How to create interview questions that will reveal whether someone's attitude is right for you * How to create a set of answer guidelines allowing you to grade a candidate's attitude * Why most job advertisements are poorly worded, and how you can do better * The most effective ways of recruiting people who will perform well within the context of your organizational culture. Most people who have experience in recruiting new staff find the process a bit of a lottery; it seems impossible to tell in advance whether a candidate is going to turn into a high performer, and hiring decisions are often based on gut feelings that turn out to be sadly misplaced. After reading this book I am not sure whether the author has provided the complete solution, but I do find his recommendations compelling, and I fully intend to try them out next time I am involved in recruiting. In my opinion this is an excellent book, with provocative and valuable content in every chapter. If the author is right, then the recruiting practices of the vast majority of businesses are seriously in need of an overhaul. I highly recommend the book to executives, HR professionals and anyone who has responsibility for hiring staff.

Build a high-performance workforce by abandoning skills-based hiring practices and focusing on employee attitude. Hiring for Attitude offers a groundbreaking approach to recruiting, assessing, and selecting people with both tremendous skills but, more importantly, an attitude that aligns with the organization's culture. Murphy cites his own company's research and examines recent scientific studies about the practical effects a person's attitude has on the outcome of his or her job performance. Clear and practical lessons are illuminated by numerous case studies of organizations like Microchip, Southwest Airlines, and The Ritz-Carlton.