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Jul 2, 2018 **Issue #8 - Talent IRL: Not what you were looking for? Good!**

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"He only has 5 years of experience, I want someone with at least 8." "Ugh, this person jumped from company-to-company every 24 months." "That candidate went to school here, they will move back for a job." "I can't find any work he did online - he doesn't have a viable network." "He is a mini-me. Great!" "She is stronger technically than I am - I won't be able to be a good leader for her." "He may have been performing excellently in the area for the last 10 years, but he doesn't have an engineering degree - so no." "She was already sorted out by our ATS: why should I look closer?"

These are just typical examples of what we as HR hear when presenting Talent during recruiting processes. Even though [research](#) tells us differently, common myths on how to recognize talent are still pervasive.

As we look to the future of work, meeting the challenges around upskilling and integrating complexity, the notion that a person is little more than a subset of experience, schooling, and impression management is a very risky one. We need to look at Talent IRL (In Real Life) differently.

So with that let's focus on busting some common hiring myths.

What you see, skews your view

Amazon's Alexa – your next Chief Talent Officer? | Organization | McKinsey & Company

What if a voice-powered AI assistant like Amazon's Alexa could find the best candidate for a critical role just by asking it? Would asking better questions around our own data yield us better results? Some success stories via people analytics and thoughts to consider for the future of talent acquisition.

www.mckinsey.com

Contributing and learning: that's what we want...



What makes us feel good about our work? | Dan Ariely - YouTube

What motivates us to work? Contrary to conventional wisdom, it isn't just money. But it's not exactly joy either. It seems that most of us thrive by making a contribution. This is a classic 2012 TED talk and one of my favorites: motivation and risk via

Legos.

www.youtube.com

Take a Chance on Me: Why Unlikely Candidates Make Great Hires | SmartRecruiters

A journey via three standout applicants on navigating prejudice, apathy, and computer algorithms to snag their dream jobs – No degree? A criminal record? Unfortunately for many candidates – these are red flags in their employability and companies are missing out on some great talents because their prejudices get in the way. Similar to [Regina Hartley's classic TED talk](#) on why the perfect hire may not have the perfect resume.

www.smartrecruiters.com



Tim Ferriss: Smash fear, learn anything | TED Talk

Learn, learn, learn! Encouraging words from Tim Ferriss' on how one simple question – "What's the worst that could happen?" – is all you need to learn to do anything. Go on and smash that fear!

www.ted.com

Leaders & HR: These tips are for you

Recruiters overrate these job skills, screwing over everyone

Predicting job performance takes more (and better) data than recruiters, hiring managers and, often times, HR think. This leads to hiring choices all parties live to regret. By overrating some key skills, this skews the view on what enables success-in-role. This article showcases better look-fors.

www.fastcompany.com



Rooting Out Jerks Is More Important Than Hiring Superstars | Inc.com

Firing your worst employee is worth more than twice as much as hiring a superstar, according to a Harvard research study. Yet so often we cower to the toxic in a team rather than making the courageous decisions to separate. Why is that?

www.inc.com



How To Write A Job Posting People Actually Want To Apply To

Your job-ads resemble a check-list for an "eierliegende wollmilchsau" a.k.a. *egg-laying, wollebearing, milk producing pig* and the darn "egg-laying pigs" are not applying? This article focuses on the win-wins via simple tips and recommendations to better attract the talent you want.

www.fastcompany.com



Question of the week

Which hiring myth have you fallen prey to?

I am off to sunny London this week to attend [RecFest](#) to learn more about the current state and future of talent acquisition via friends like [Hung Lee](#), [Bill Boorman](#) and [Joanne Lockwood](#) - and ID some additional myth-busters. Have a great week everyone!

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