

RECRUIT THE RIGHT EMPLOYEE with Graphology & Psychology Methods



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If you are a Human Resource practitioner or mere employer who needs to constantly recruit new employees for your organisation, did you realise that one of the most challenges in your line of work is recruiting new employees. At times, employees will either tender resignation in less than a year, or the worst case scenario is they abscond.

You must be wondering why this happens even though you had recruited that candidate with the best of everything from qualification to experience and qualification to experiences again.

If you are practising interviews, meeting with the candidates more than once, that is one of the good practices. Even though it might not confirm that you will be able to retain the candidate for the position, it is in fact a good practice for you to understand them more. Naturally, on second interviews, candidate will unconsciously open up themselves which could be completely closed during the first interview. Matter of fact, you could not even know them from the first interview. You might realise that every questions you asked would be replied perfectly a "Yes" or "No, definitely I will not do that". We could not blame the candidates for that aspects as naturally everyone of us would like to show our best sides so that we can be that chosen candidate.

However, since we are looking at the perspective of the employer, how can we reduce the impact of choosing the wrong candidate. What shall we do?

Based on my observations and the past years practicing HR and providing graphology and motivational consultancy, the first factor you actually have to ask yourselves is, what is your objective of the recruitment exercise. Sometimes you might not even

have that in mind. Recruitment is not just taking in people to fill the empty position. There should have a long term plan to that. Are you recruiting candidate who can fill the position for only 1-2 years or you would like to develop this person so that he/she will be a positive significance to the company and expand with your business. Ask yourselves or your employers this main question. Once you know your objective, then you can start listing the criteria of the candidate. This is when you will notice that the list in fact are more driven towards the type of personalities compared to qualification or experiences.

Ensure that the personality of the person not only list what he/she is required to possess to act on the position. This person should have the initiative, driven towards their aims and goals to be successful not just a passive person, honesty, confidence in communication and mainly their interest on the job.

Although these personalities can be observed from their handwriting such as in letters "o", "t", spaces between lines and words, legibility, signatures and many others, I would suggest that you should also look into asking your candidates questions that challenge their thoughts and scenario situations. Normally, I will asked with reference to the personalities identified through their handwriting. From here, observe the way they response it not just what is the contents of their responses. Observe their eye movements, voice tones, hands movements and body language. From all these aspects, you could sense their honesty, confidence, and gauge on their character and interest.

Apart from that, do also observe whether that person is too persistent with what they want. From my experience, if the candidates kept calling your company after the interview, 4 out of 5 normally will end up not joining you when you decided to

recruit them. They seems interested but probably they might not even know what they want.

Therefore, if you are still unsure whether the individual is suitable for the position, take your time and call them for subsequent interviews to assure your decision and do perform reference checks. Combinations of various methods will enhance positive results for your recruitment exercise.

Cite a research conducted by a psychologist Herb Greenburg, President of Marketing Research and Survey Corporation regarding the factor that constitutes a job success of an employee. He had reviewed over 350,000 employees from more than 7,000 companies, the study results reflected that personality is actually the most important factor in a job success not education, not experience, not age, gender or race.

Therefore, if that candidate or your present employee has that exceptional positive personality, experience, good education, and attitude he/she is a bonus to your organisation. They will be a vital asset to you in the short and long term. So, remember to cherish your employees' efforts and the real good ones will definitely appreciate you and your organisation.

Writer's Profile:

S.Sulianah, founder of Grapholistic Int'l has been practicing graphology and HR officially since the past 12 years. Few years before that she merely analysed peers and explore the concept of graphology.

With extensive studies and experiences, she assisted organisations to recruit employees, and provides consultancy to individuals for personality development with application of Graphotherapy. She believes that if an individual can understand their personal self and other's, he/she could reduce conflicts and communicate effectively.

S.Sulianah holds a Bachelor of Arts in Psychology & Marketing Mgmt and Diploma In Handwriting Analysis .

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