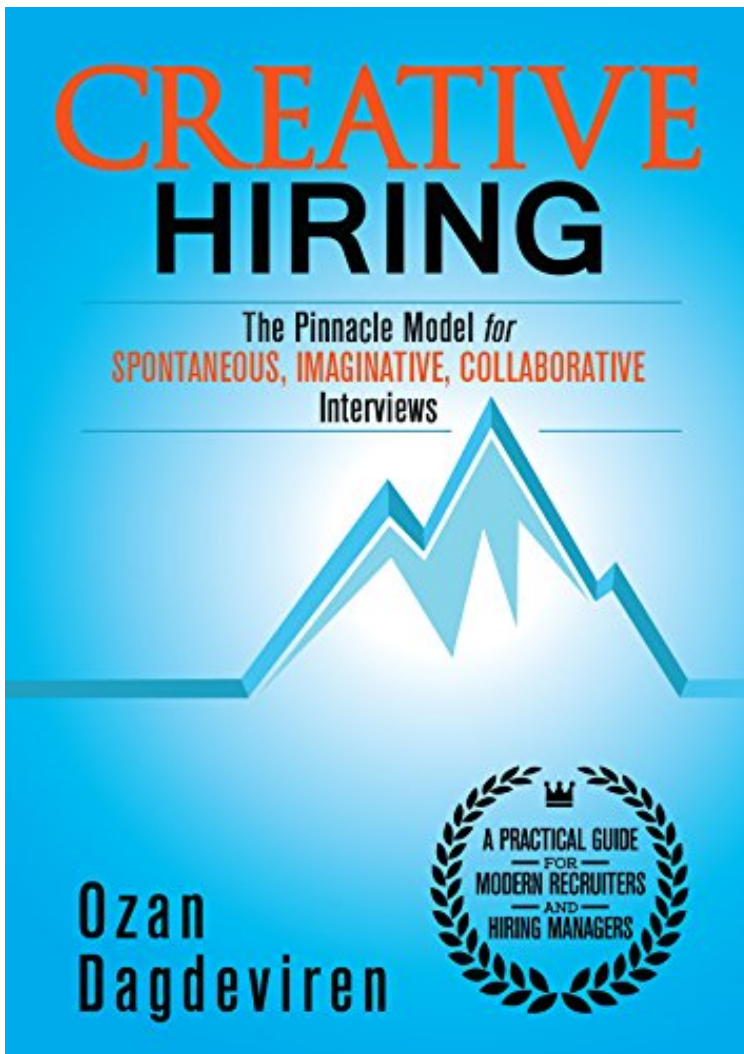


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Creative Hiring: The Pinnacle Model for Spontaneous, Imaginative, Collaborative Interviews (English Edition)



Par Ozan Dagdeviren
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Description :

Prsentation de l'diteur"Creative Hiring is a must read for any recruiter, hiring manager or human resources professional." Creative Hiring introduces The Pinnacle Model which describes the job interview in which both parties mutually enjoy, learn and improve themselves. Most importantly, it aims to accomplish this while elevating and improving the interviewer to see behind the mask of business formality, and decipher the competencies and qualities of the candidates with a high degree of precision. Creativity. Curiosity. Collaboration. Genuineness. These are the central concepts the model is built upon.It is a unified theory of

in-depth human interaction that can be used both in and out of the business setting. A tool for better human-centered decisions. The ability to see ideas, beliefs, intentions, ambitions, expectations, values and personalities of other people is the single most valuable, lifelong asset anyone can have. Those who achieve an analytical understanding of how people think, act and behave, gain great insight to make the best human related decisions possible in the workplace.***

Inside the Book: Part One: The Theory discovers the underlying determinants of human behavior with respect to the job interview setting. For an insightful understanding, The Theory lays down the theoretical foundation on which practical suggestions are built upon. It uses the science of Sociology; Psychology and Communication Studies on the one hand, and the authors professional recruitment field experience on the other. Part Two: The Practice details the Pinnacle Model itself. Its 7 unique principles which can be seen below are placed within the symbolic analogy of ascending up to and descending down from a Pinnacle.

The Ascent, Principle 1: Enable Mental Comfort
The Ascent, Principle 2: Earn Respect
The Ascent, Principle 3: Surprise (Pattern Break)
The Pinnacle, Principle 4: Show Genuine Interest
The Descent, Principle 5: Side with the Candidate
The Descent, Principle 6: Know Yourself
The Descent, Principle 7: Let Them Know

Also includes a Hand Guide of Key Takeaways and Skill Building Tips for Interviewers.

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Biographie de l'auteur Ozan Dagdeviren believes in a future in which technology depends on "human sciences" more and more. The main focus of his works are human behaviour, critical thinking, art of happiness and social redesign. During his academic and professional career, he has taken every possible chance to get better at "behaviour analysis"; seeing the person as a complex system and trying to understand it at all levels. He's the author of the book *Tough: Happiness Through Critical Thinking* (2015), published in print and regularly organizes trainings and workshops around the topic. He has gained his academic education in the areas of Sociology, Psychology and Communication Studies, completing his thesis on changing technologies and societal implications. He has worked in a variety of professional settings including the Behavioural Sciences Institute, Market Research, Executive Search and Professional Recruitment among other Human Resources roles.