

PROCESS ROAD MAP (MODULE 1)

- evaluate our company (employee)
- Shift thinking to get diff. results

4 step process

1. Date: set a time frame
2. Role: identify position
3. Results: what we want from applicant
 - broad accountabilities / responsibilities
 - define results
4. Prioritized capabilities: specific capabilities
 - 6-10 (prioritize) - top 3 non-negotiable

Evaluating candidates:

Prioritized capabilities	"A" Player	"C" Player
Verbal communication	<ul style="list-style-type: none">• interesting• confident / calm• convincing, influential	<ul style="list-style-type: none">• rambling• gets off track• freq. nervous
Managing conflict	<ul style="list-style-type: none">• connects problems to goals• maintains control while others emotional	<ul style="list-style-type: none">• freq. loses temper• often frustrated when faced w/ conflict
Team building	<ul style="list-style-type: none">• helps others work together• win-win solutions	<ul style="list-style-type: none">• often blames others• becomes defensive