

Ideal Job Compatibility Fits Like A Glove

By John Oakes



Finding Qualified Candidates is a By-Product of Organizational Culture

Defining job fit is like finding the ideal glove of a certain size and style. After all, a pitcher certainly wouldn't use the same glove as a first baseman.

So, how well does a hand fit and look with a glove on? The glove is designed for a certain task, but do all individuals fit the task that the glove is designed for?

- **"JOB FIT"**
- **"POSITION COMPATIBILITY"**
- **"IDEAL ROLE"**
- **"GREAT MATCH"**
- **"DREAM JOB"**

Whatever we want to call it, think about the ideal job and that YOU are the ideal candidate. Start with yourself, your passion and your dream opportunity. Thinking about it in first person puts you in the driver's seat to understand what the "job" needs.

You went to school for the best training and now you are here: at your first or a new starting gate.

Regardless about whether a company is trying to find ideal job fit from an internal or external pool of candidates, the approach should be the same, because the approach is a by-product of organizational culture.

A client of mine expressed it this way as we started setting up job benchmarks for his company.

The right person, in the right position, doing the right things, getting the right results.

This is what this CEO saw as a great fit.

As hard as I've worked on this concept for many years when incorporating "succession by design," finding perfection in job fit is hard to come by.

Good fits are greatly enhanced, however, by a well-designed on-boarding process.

One of my clients designed an on-deck system following one of our strategic processing sessions on succession planning and bench strength.

Each candidate who made it through a rigorous pre-screening and interviewing process then completed a talent assessment, and then the final step was a group of subject-matter experts who determined which candidates would be the best fit.

They were invited to go through On Deck Three (this is the company's third iteration of this program, which has improved each year). The on-deck program is a combination of working in the job, coaching and mentoring, with the expectation to help people be as successful as possible.

It also gives the client company an opportunity to screen out anyone who may not make it to the next level by not being a good fit.

Bottom line: The more a company invests in individuals, the greater the results and the greater your bottom line is favorably impacted. Everyone comes out a winner.