



Hiring from the Heart vs. Hiring from the Head: The Data-Driven Balancing Act

As Valentine's Day approaches, our thoughts naturally gravitate toward matters of the heart. In the realm of recruitment, we find ourselves caught in a perennial dilemma – hiring from the heart or hiring from the head? Can we, in the spirit of this romantic season, strike a harmonious balance between the two?

The Rational Bouquet: Data-Driven Insights

Much like selecting the perfect bouquet of flowers, data-driven hiring is about precision and thoughtful consideration. Statistics reveal that 78% of HR professionals swear by the efficiency and reduced bias that data analytics bring to the hiring process. It's the logical approach – resumes, skill sets, and past performance neatly compiled into an analytical arrangement. Add to this mix the algorithmic dance of ATS

Yet, we must recognize that behind every data point lies a human story. Take Sarah, who we successfully placed at a Nonprofit last year. Sarah has a stellar resume and her experiences initially overshadowed her passion for community outreach. It was her personal commitment to social causes that added a unique fragrance to the bouquet and fortunately the hiring team was able to explore deeper to see the amazing fit. What a miss it would have been if they lost out on a great candidate due to the limitations of a purely analytical lens.

Cupid's Arrow: Hiring from the Heart

In the grand symphony of hiring, the heart plays its own melody. Many times listening to a gut feel is often not a bad idea. Recently one of our clients a HR Director at a big multinational company spoke about a candidate she hired last year. This candidate (let's call him Victor Valentine) had an unconventional career trajectory that seemed to defy data-driven logic. However, delving into his narrative revealed a trove of creativity and adaptability, qualities that transcended conventional metrics. Trusting her intuition, in hindsight seemed like a wise decision and the past 5 months have only affirmed the brilliance of that choice because Victor has embraced the corporate culture and goes above and beyond to deliver.

According to Gallup, employees deeply connected to their workplace are 87% less likely to leave – a testament to the impact of emotional engagement.

Balancing Head and Heart

As we celebrate the season of love, let's embrace the symphony that arises when head and heart unite. McKinsey's research reminds us that companies with diverse leadership teams outperform their peers by 33%, emphasizing the strength found in balancing data-driven decisions with human-centric hiring practices.

www.marketersondemand.com

(P) 416 642 9111 | (E) info@marketersondemand.com

Encore: Reach Out to Our Experts

This February, let's cultivate workplace connections that go beyond the usual. By blending the logical beats of data with the emotional harmonies of individual stories. Ready to refine your hiring rhythm? Whether your steps lean more towards the heart or the head, our experts possess the tools and techniques to smooth out biases and overcome shortcomings. Call us for a no obligation consultation and let the music of effective hiring begin.



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