



## What's More Important: Experience or Attitude?

**How can you stop hiring for skills and firing for attitude?**

Most people in the hiring process place a higher value on the experience of an applicant. However, most failures are a result of attitude rather than a lack of experience. The employee's attitude is simply not fit for the job.



We tend to hire for skills and fire for attitude. As professionals, we must change our way of thinking and consider attitude first, then the appropriate experience necessary for the position. Remember, the experience may not relate directly to years on the job. An applicant may have ten years of "experience", but in those ten years, he or she simply has one year of experience repeated ten times, with no growth from year to year.

We should determine what the ideal candidate looks like by considering:  
 What attitudes are needed for the job?  
 How does the job reward superior performance?  
 If you had an employee with the right attitude fit for the job, how long would it take to give them the right experience?

Often times this way of thinking will provide positive, long-term results. Reply via email to find out how TTI's patented process considers the job itself, rather than the individual, to provide a job benchmark for your next hiring move!

A study by Gallup found that

**Over 50%  
of Employees are  
Not Engaged  
at Work**

Even worse, 15% are actively disengaged and are displaying their own unhappiness in the workplace.



**Want to Know More?**

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Today to Connect with  
Your Expert in Research-  
Based Assessment  
Solutions!**

### Human Resource Executive® States

#### Online Assessments are the No.1 Best Practice in Recruiting



Don't roll the dice in your hiring decisions. Online assessments are a proven, effective way to eliminate the guess work out of one of the biggest and most frequent decisions a company can make. TTI assessments will discover a person's inner self and capture an aspect left untouched with resumes and interviews. When coupled with the job benchmarking process, you are sure to hire the right fit for the job, creating an effective and easily managed employee that fits what the job calls for.

Hiring the right people in the selection process will have a direct result on retention. Less cost in firing and re-hiring can save a company thousands or millions each year. That's a lot to gamble with!

Reply via email today to discuss the potential online assessments can provide in your recruitment strategy.

**Don't Take Chances on Another Hiring Decision!  
Implement Research-Based Solutions Today!**

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