

# Most Effective Sales Hiring Process for Tight Candidate Market or Passive Candidates



The chart below depicts the most effective hiring process, based on Industrial-Organizational best practices.

## Most Effective Hiring Process

Well defined requirements and job description	
Appealing, realistic ad with high response rate	
Active recruiting and sourcing efforts	
Highly structured phone interview = 35% predictive	
Sales ability test = 48% predictive	
General mental ability test = 51% predictive	
Highly structured in-person interview = 57% predictive	
Candidate hired	
Highly structured onboarding and behavioral test for better managing	
Total time = 20 hours	

92% of new hires in top 50% within 12 months.