



# FiveFour Hiring System

The FiveFour Hiring System is a four-part hiring process that are designed to be thorough and to give you and your job candidate the best chance for success.

## Interview 1

### **Competency/Skills**

The point of the first interview is to get an overall feel of the candidate. At first glance, does the candidate possess the required competencies necessary for the job? If they appear to have the necessary competencies, send a behavioral assessment before inviting them to the next interview.

## Interview 2

### **Culture Fit**

The goal of the second interview is to identify how the candidate may fit in the culture of the company. How do the candidate's personal values align with the values of the company? We suggest composing this interview in an open setting, such as a restaurant, café, park, etc.

## Interview 3

### **Company Observation**

The goal of the third interview is to observe the candidate performing job duties during a normal day of work. If that's not possible, can you have them observe a normal day of your work? After observation, do you both feel that the job and the candidate are a good fit?

## Interview 4

### **Offer Candidate the Position**

The fourth interview is a major milestone and alludes to the fact that your business has deemed the candidate is qualified and a good fit for the job. Start the interview by discussing some negative aspects that come with the job. State these issues with conviction and try to talk the candidate out of the job.