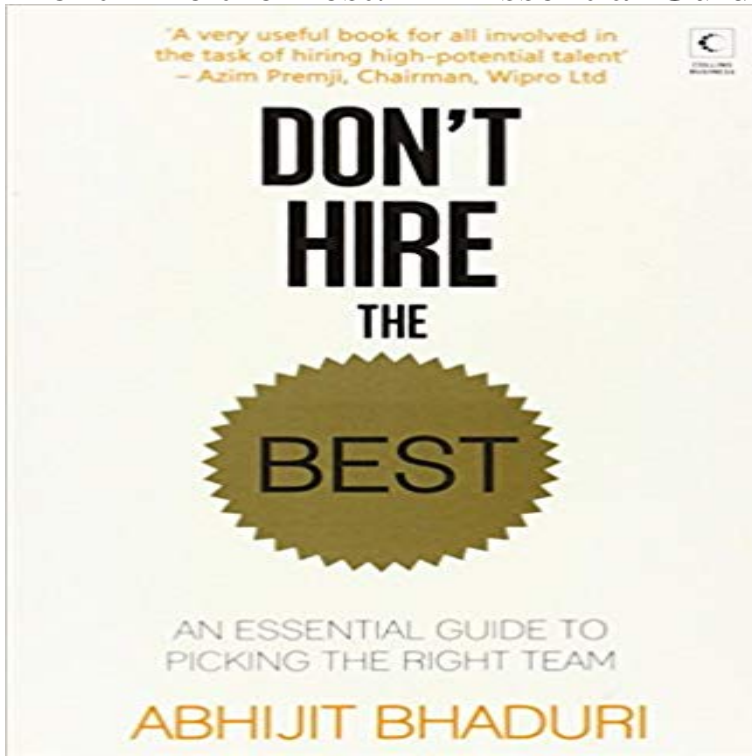


Dont Hire the Best: An Essential Guide to Hiring the Right Team



Qualification, experience, competence and personality -how should a manager weigh these while recruiting? Does it pay to take on a star performer? What, indeed, is the secret of good hiring? There's no organizational process more important than recruitment. However, traditional resume- and interview-based hiring often does not account for the most important factor: personality. But what individual traits must one measure, and how? Skilled interviewers know that the trick lies in not just asking questions that challenge the candidate, but in figuring out whether his or her answer reveals a fit between the company's expectations and the personality of the interviewee. In *Dont Hire the Best*, Abhijit Bhaduri brings his vast experience in leading HR teams at Wipro, Microsoft, PepsiCo, Colgate and Tata Steel to answer these and related questions on hiring judiciously. Bhaduri particularly underlines here the difference between hiring the right fit vis-a-vis hiring the best. He includes case studies ranging from entrepreneurial start-ups with barely a handful of people in leadership roles to large global organizations, and provides a comprehensive guide on how to balance the person, the role and the company culture - the only way to appoint people who will be successful.

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