Blue Moose Reviews 5 Questions That Will Secure Long-Term Talent From the Heard

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Finding the right candidate is one thing, but finding one that will want to grow with the company is another ballgame. Blue Moose reviews five ways businesses can use to help them find the right person that not only can do the job but also fits well in well with the company's culture.

About Blue Moose: http://wearebluemoose.com/about-us/

As companies have evolved to meet consumer desires, one aspect of business that still needs serious reviewing is the Personnel department and how recruitment impacts customer experience. Blue Moose believes that a major contributor to success is the ability to hire a workforce that delivers a brand message alongside exceptional service and expertise. Staff turnover reduces significantly when businesses hire to compliment a culture of success, which in turn encourages growth and development.

Blue Moose offer recruiters five key questions that will help source the right candidates for any business:

- **Try the airplane test**. In business it is crucial to find a dynamic team that compliments each other. Business relationships should be built around trust and confidence in the ability to work unaided. To decipher if a long-term business relationship could be established and maintained, business owners should question the ability to spend a prolonged amount of time with that person in a confined space, for example, on an aeroplane trip. If the answer is no, keep looking.
- **Ask, "What do your best friends do for a living?"** The key here is finding their level of curiosity. Sales requires certain characteristics to achieve success. Curiosity allows a sales person to find out more about a consumer to establish buying signs and tailor a pitch towards those.
- **Arrange random interruptions.** By breaking normal circumstances, it will test how adaptive an individual is. How do they react? Are they nervous or confident? This will be an indicator of how they will interact with people in and around a business.
- **Ask, "When did you not get what you want?"** By assessing how a person reacts when something doesn't go their way will give a strong indicator on their character. Ideally a business will be looking for someone who looks at setbacks as a challenge, one that they must find a solution to.
- **Observe their emotional intelligence.** EQ can often be more important in business than IQ. A person's ability to interpret surroundings based on emotional influence can build rapport quickly which will be crucial in sourcing new business. A great question to ask would be: "If you were to select one person to work with among those you've met today, who would that be, and why?" By testing their observation skills and how well they interacted with those around them, it will give a strong indicator of their EQ.

Based in Newcastle, Blue Moose are experts in brand awareness and customer acquisition. Through direct, face-to-face campaigns the firm works on behalf of their clients to deliver a personalised customer experience which drives brand loyalty and an increased ROI. The firm are committed to finding the right candidates for their business by working with experts in the industry and completing their own interviews. Using this approach allows the firm to maintain their company culture for success.

http://blogs.wsj.com/experts/2016/05/05/5-interview-tips-to-find-the-long-term-employee/

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