Build A Success Factor Snapshot



This step drives the entire hiring process.

We help our clients develop a Success Factor Snapshot by using the SOAR Worksheet to create Success Factors. The worksheet ties individual performance to the company's operating and strategic plan. The worksheet helps to ensure executives and managers achieve their goals.

The Success Factor Snapshot clearly defines what the new executive must achieve during the first 12 to 18 months and dramatically increases hiring accuracy.

Traditional job descriptions are worthless as a tool for predicting future success.

The Success Factor Snapshot puts candidates in the job BEFORE they are hired by clearly and precisely defining what they must do in terms of deliverables, outcomes, expectations, metrics, and standards. This is a radical departure from the traditional approach of using a job description listing minimum required experience, skills, knowledge, behaviors, attributes, duties,

and minimum acceptable education.