

New Book Revolutionizes Hiring

South Florida author shares secret to finding high performers

DELRAY BEACH, Fla. (May 14, 2001)– Interviewers now have a secret weapon for identifying and hiring only top performers with a soon-to-be-released nonfiction book by a South Florida human resources expert.

“Don’t Hire Anyone Without Me! A Revolutionary Approach to Interviewing and Hiring the Best,” set to be released in October 2001 by Career Press Inc., outlines a new method of selecting top candidates for any job. Through Motivation-Based Interviewing, hiring officials can determine whether an applicant has the motivation and the interest to outperform other candidates for a position.

"Whether you hire five people this year or 500, why invest time and money on anyone who is not going to perform well for your company?" said Carol Quinn, founder and president of Hire Authority, an innovative human resources training firm based in South Florida. "Let someone else hire the low performers. Motivation-Based Interviewing can help you pick the cream of the crop."

A Harvard Business School study has determined that more than 75 percent of workplace turnover -- a growing problem in today's tight labor market -- can be traced back to ineffective hiring practices.

Even though most interviewers have received little to no formal training on how to hire well, Hire Authority has found that even those with extensive training still do not consistently hire the best person for the job.

“The high performers are not always obvious – the best-dressed, the most skilled, or the ones you get a good gut feeling about,” said Quinn, whose nationwide seminars teach interviewers how to better spot those applicants with the most potential for a particular job.

By accurately assessing an applicant's motivation level through a simple process developed by Hire Authority, an interviewer can determine whether a potential new hire will 1) perform well on the job; 2) solve problems instead of creating them; and 3) stick with the job. Motivation-Based Interviewing is not a test but a method of asking questions and listening for relevant answers.

Quinn is available for interviews about her seminars titled "Interviewer Training for Hiring High Performers" or as a reference in articles about today's workplaces, hiring practices, and recruiting and retention.

Quinn often appears as a keynote speaker and as a facilitator of management training. Her clients include BP/Amoco, Cox Communication, Miami-based Beckman Coulter, Atlanta Journal-Constitution, Ameritech, Worldspan and Matrix. She has been a human resources executive specializing in staffing for more than 15 years and has hired people for positions at all levels across the nation.

For details or to schedule an interview, contact Quinn at 561-638-0313.

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