

Readiness + Value-Add Analysis

“This job is for you if...”

When supporting clients in developing job search criteria, we’ve noticed companies talking about a mix of distinct things but then messily mashing them into a laundry list of so-called *qualifications*. However, upon closer inspection, the areas of inquiry fall into two primary categories: **readiness** for the role, and the candidate’s unique **value-add** to the company and context.

1) TRAITS / ATTRIBUTES / CHARACTERISTICS

Thinking about behavior (not just personality), what must the person with this particular job have? *ex. be a captivating storyteller, a tenacious problem-solver, fastidious with financial details, etc.*

*Brainstorm a list of **traits** for this particular job, and practice attaching why next to each trait.*

2) KNOW HOW / EXPERTISE / PROFICIENCY

What must this particular job candidate know *before* they can do this job? Learning about someone’s practice sheds light on whether their know-how is at the beginner level and/or very particular to a specific context. Ask detailed questions to find out precisely what each candidate knows how to do. And make sure what you are tracking is *relevant* to this role.

Brainstorm a list of know-how for this particular job, and practice attaching why next to each item.

3) UNIQUENESS OF PERSPECTIVE / VANTAGE POINT / INSIGHT

How could this person’s perspective add value, given what we are trying to accomplish as a team and as a whole organization? Depending on what you are trying to accomplish, value-add perspectives could include lived experiences such as living as a refugee or asylum seeker, being the parent of daughters, being formerly incarcerated, and so on. The range of lived experiences that could add value given the community you are seeking to impact, the solutions you are working to develop, and the customer base. You are working to reach could be vast.

*Brainstorm a list of **value-add perspectives** for this particular job, and practice attaching why.*

Hiring Revolution / RESOURCE

A Guide to Disrupt Racism + Sexism



What are your Readiness + Value-Add goals when you think about the role you're hiring for?

- What do you want candidates to have **done already**? Why is that imperative?
- Given their unique background, what is the **value-add** they could provide you and your team?
- **Are you seeking more of the same?** Are you recruiting more people like you and/or like somebody else who is already on the team? Why? Why not?
- Are you seeking **particular traits, know-how, and perspective to balance out the team, or to provide a different vantage point** because you think you might be missing something or that there are opportunities to innovate or be more creative if you had more different qualities?

KEY → CHECK FOR WHITENESS AND MASCULINITY. BIAS AFTER YOU'VE BRAINSTORMED

Traits, know-how, and perspective are not simply “good” or “bad” – they are contextual. What you need on your team depends on the goal of the job and the human beings a candidate will work with, work for, and work alongside.

- Does the language or something inferred in the traits you've named accidentally skew our thinking toward **one particular kind of body**? Be honest. If yes, revisit and revise.
- Notice if you **value how someone developed their know-how** over someone else's path. Are you rank ordering their life paths in relation to one another? Be honest. If yes, revisit and revise.
- Do you catch yourself believing that people who didn't attend and/or graduate from a formal program have **a fundamentally less valuable set of perspectives** on your work and this role? Be honest. If yes, revisit and revise.