



A 12-Step Search Process:

- 1** SMART - Aligning Expectations
- 2** SMART - Search Prep Questionnaire
- 3** SMART - Opportunity Marketing Piece
- 4** SMART - Skills Survey
- 5** SMART - Candidate Scorecard
- 6** SMART - Performance Standards Assessment
- 7** SMART - Telephone Interviews
- 8** SMART - Behavior Based Interviews
- 9** SMART - Candidate Interview Debrief
- 10** SMART - Hiring Team Debrief
- 11** SMART - Reference & Background Checks
- 12** SMART - Comp. Benefits & Relo. Assessment

*"We are what we repeatedly do,
excellence then is not an act, but a habit."
- Aristotle*



Check out our SMART web page for more resources, such as the SMART calendar!

