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the focus from what people  
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level leaders who have implemented strengths-based recruitment and development. It's rare to get inside the heads of such people and understand their motivations and experience.

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Taking a strength based approach to recruitment takes not only business technical skills into account but also considers an individual's innate

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strengths and motivators for  
the job. It is about finding  
people who really have a  
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will thrive rather than just  
those who can "just do the  
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Our strengths-based approach  
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centres around the idea

that, in order to make good

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career choices, people first  
need to really understand  
themselves - their  
strengths, values and deeper  
motivations. We start with  
our Strengthsmatch™  
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*Strengths-based career  
development / Engaging Minds*  
Moving to a strengths-based  
recruitment model usually  
requires taking an honest  
assessment of the high  
performers in the workplace  
and determining the

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development and values that motivate them. With that analysis, you can develop job descriptions that are strength focused, with less emphasis on competencies.

*How to: Use Strengths-Based*

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A strengths-based  
recruitment approach,

however, does just that. It

hones in on a person's

motivations, the reasons why

they do what they do.

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Because why they do what  
they do will determine their  
behaviour in the role. And  
that will determine the  
impact they will have in the  
role, the outcomes they will  
deliver.

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From hospitals to banks,  
strengths-based recruitment  
is gaining kudos as the best  
way to identify those  
applicants who will bring

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Development An Organisation,  
despite not necessarily  
being the most able on  
paper. Hiring the right  
employees is vital for any  
business. Yet, for some, it  
can quite literally be a  
matter of life or death.

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insight into how SBR has  
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to improve performance and  
the bottom line. It goes  
beyond simply recruiting the

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right people, to keeping  
employees working at their  
best through development and  
performance management, and  
creating a culture that  
brings out their strengths.

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brand reputation. A Practical  
Traditionally most  
organizations have hired  
their people on the basis of  
what they can do and have  
done in the past, using  
competency-based approaches,  
rather than what they are

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naturally good at and love  
doing.

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and why strengths-based  
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the focus from what people  
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recruitment) to what they naturally enjoy doing, or SBR, these companies have reported results which include a 50% drop in staff turnover, 20% increase in productivity and a 12% increase in customer

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Guide To Transforming  
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Strength based recruitment  
takes a list of candidates  
and assesses which one has  
the strengths best suited to

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the job and thus stands out from the others. That is why an issue like a period of unemployment which was used as a reason to reject a candidate traditionally, is so much less of an issue in strengths-based recruitment.

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*Open up New Talent Pools  
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Our research shows that  
interventions promoting  
Results strengths-based performance  
conversations can have a

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measurable impact on what  
conversations take place  
between managers and their  
staff, and on the usefulness  
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The strength-based approach  
is an approach for people  
that views situations  
realistically and looks for  
opportunities to complement



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and support existing  
strengths and capacities as  
opposed to focusing on, and  
staying with, the problem or  
concern. The problem and the  
person are separate;  
however, the problem is  
never minimised.

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“By implementing a strengths-  
based approach to  
recruitment, team workshops,  
and leadership development,  
we’re finding that diversity

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naturally comes as a by-product of inclusivity. This is resulting in better business performance as well as creating a culture that enables people to be at their best and to feel fulfilled and engaged.

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