

## ***Assessing Leadership When Hiring***

In a June Business News Daily article, assistant editor Nicole Fallon writes that there is one particular skill that companies are increasingly adding as a prerequisite in their job postings: leadership.

Of the job openings that job search engine SimplyHired analyzed in a recent study, 23% asked specifically for leadership skills. While this requirement may be a given for C-level and executive positions, 52% of middle-management roles and 25% of junior-level roles also look for leadership skills, according to the study.

Besides leader and leadership, the top five terms companies use to identify leaders in their job posts are strategic thinker, goal-oriented, assertive, self-starter and effective communicator. Prioritizing these soft skills when recruiting leaders and the specific language used in a job posting can help attract candidates who possess these traits.

The challenge of leadership recruiting is that the required traits can be somewhat abstract and difficult to assess during an interview, if you don't ask the right questions. The best way to evaluate soft skills when interviewing a candidate is to ask for specific examples.

Interviewers can frame the discussion around questions and statements such as: "How would you ...," "Describe a situation in which ..." and "Tell me about a time when ..." to determine if the traits they consider important are illustrated by the candidate.