

The Geometry of Recruiting

Allan Hytowitz

Southern Chemical & Plastics Search

People

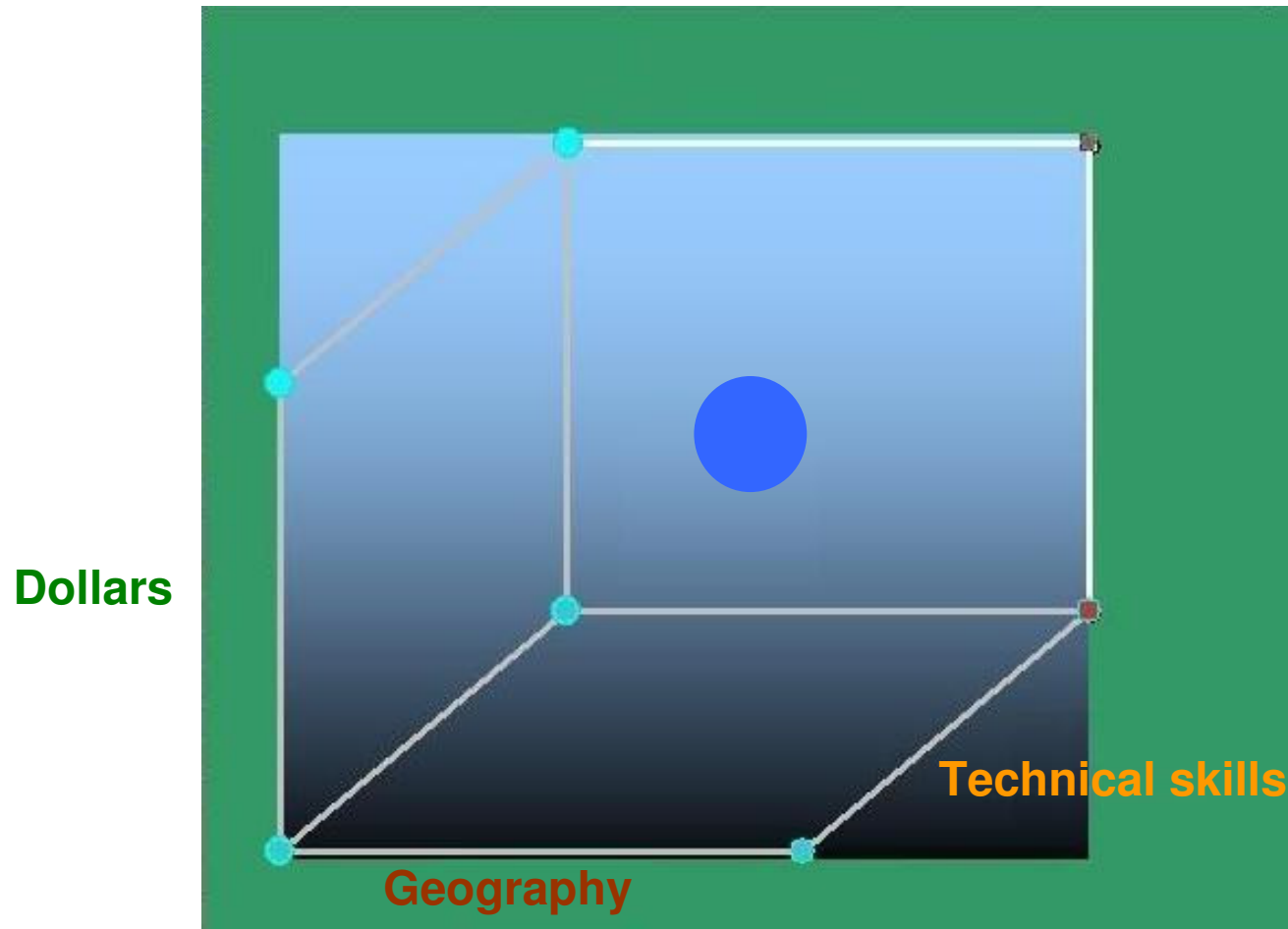
have characteristics

- Dollars
- Geography
- Technical Background
- Personality

... that can be represented geometrically

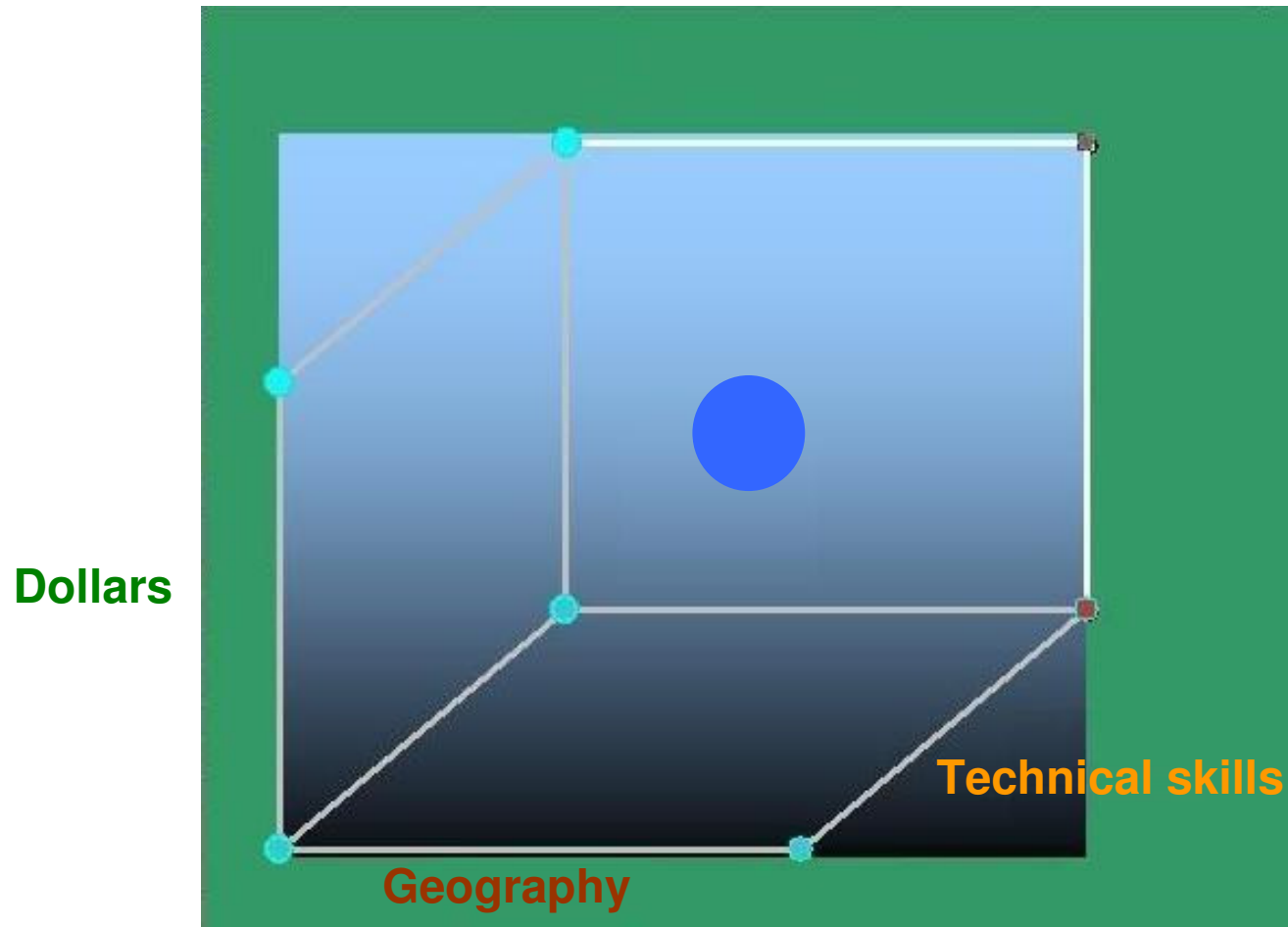
People

Variables = Dollars, Geography, Technical skills



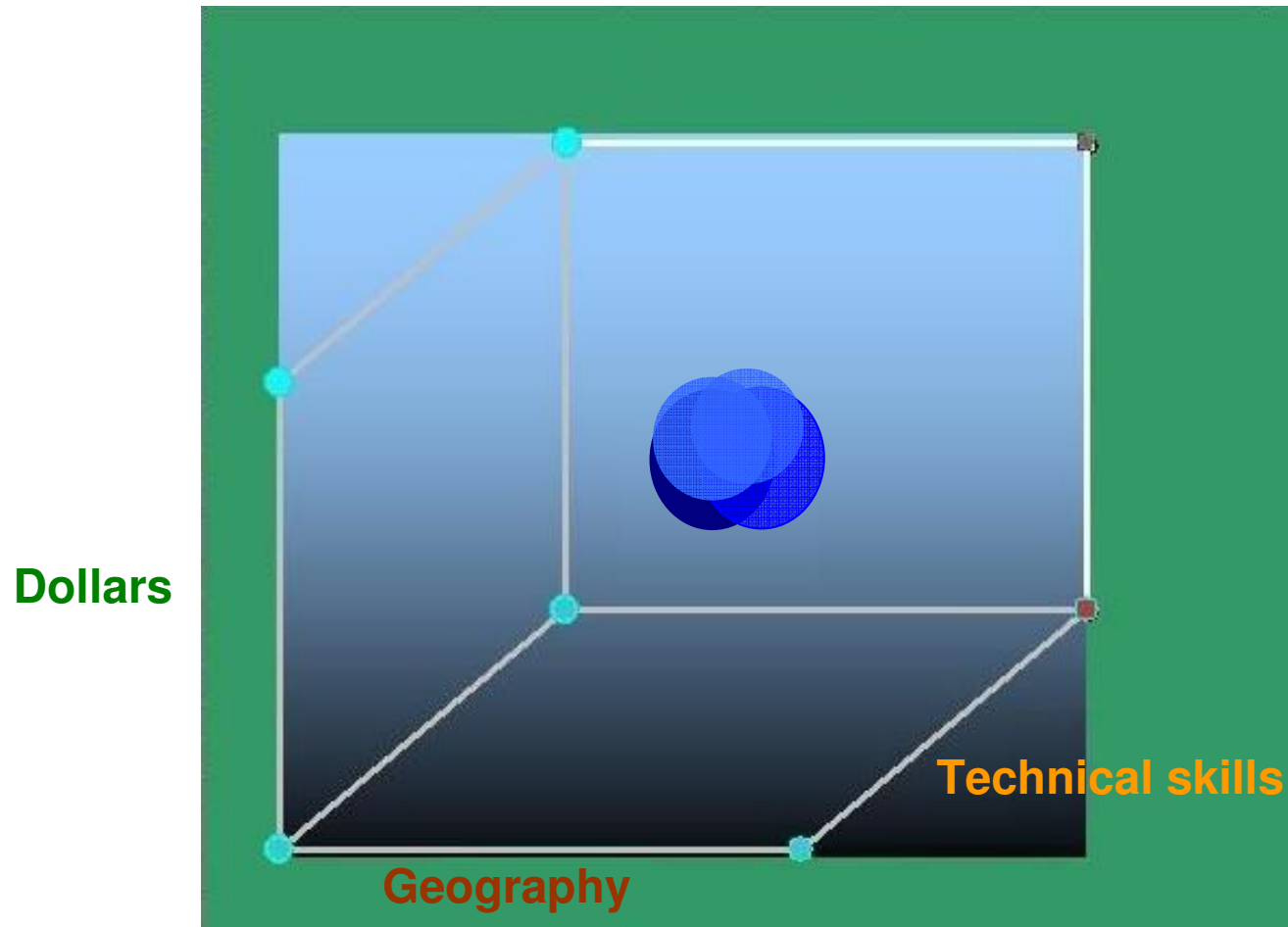
People

Personality adds “color” to the individual



People

are ranges, NOT “points”



People

Variable ranges are Bell-Shaped Curves

Dollars – \$



Geography – G



Technical – T



Personality – P

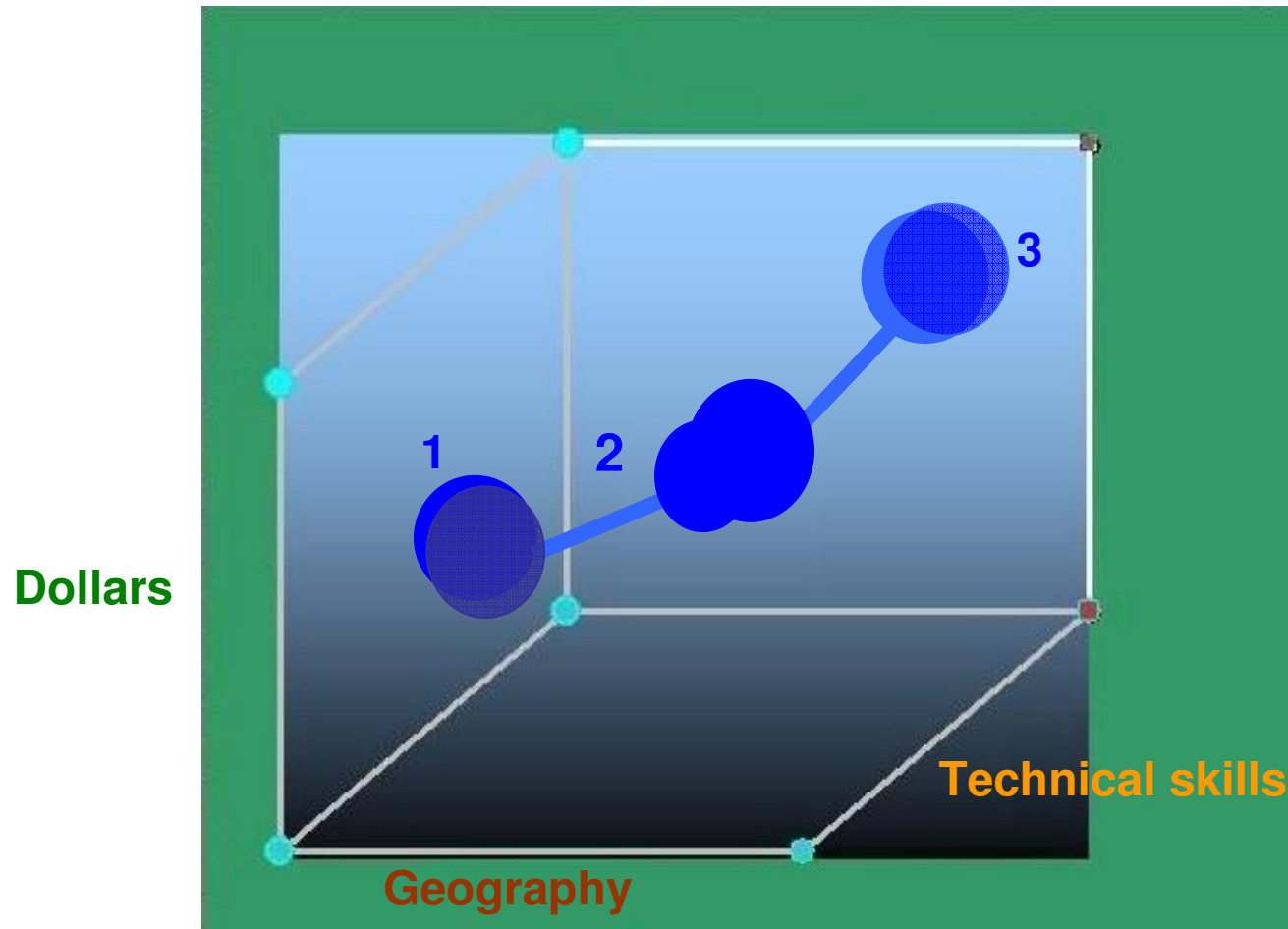


Time – Δ



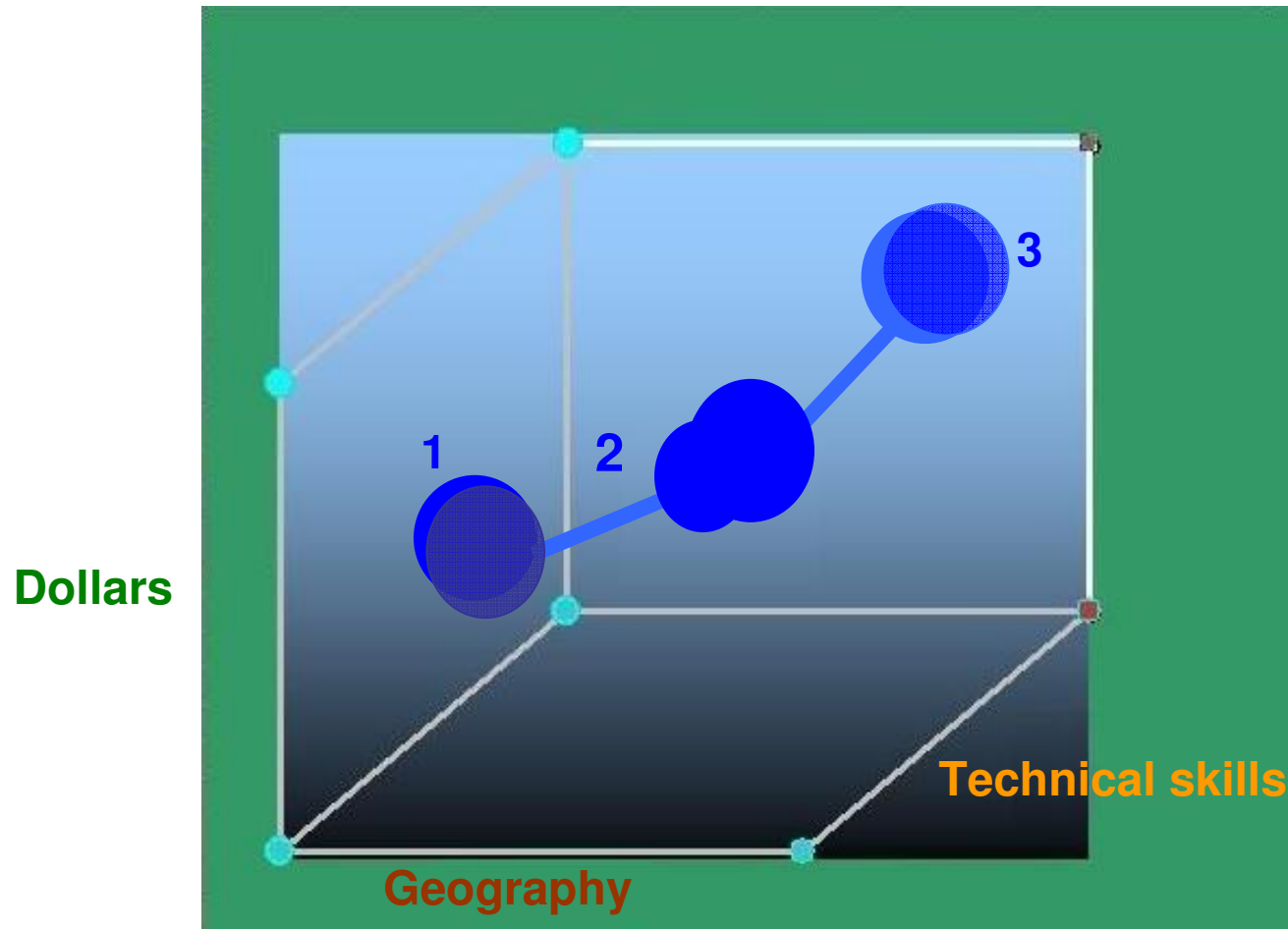
People

change **Money**, **Skills** and **Personality** over **Time**



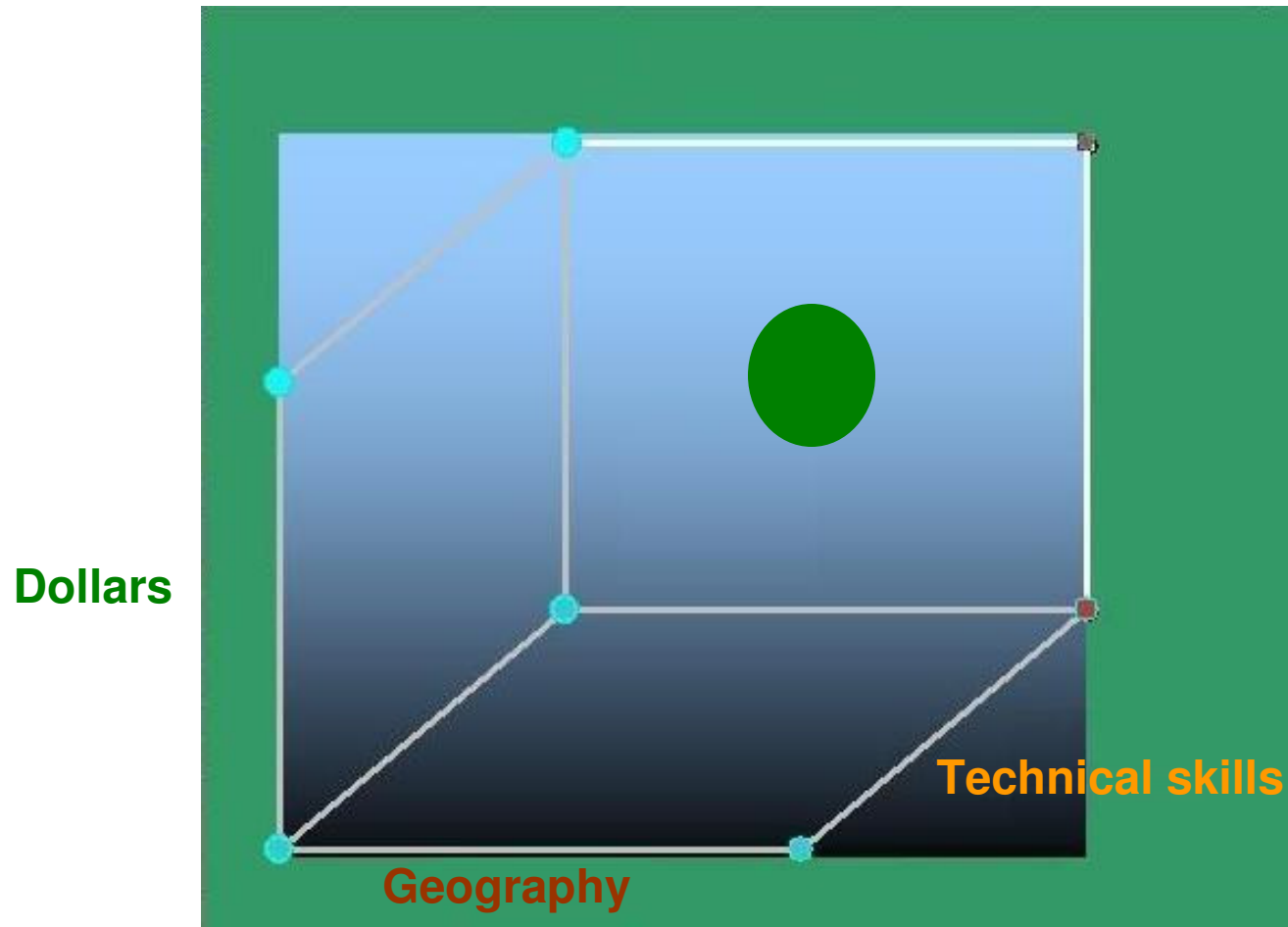
People

Time is a 5th Variable just as important as the others



Openings

are **HOLE**S from skills **MISSING** in nearby employees



Openings

are skill ranges **MISSING** near the **Opening**

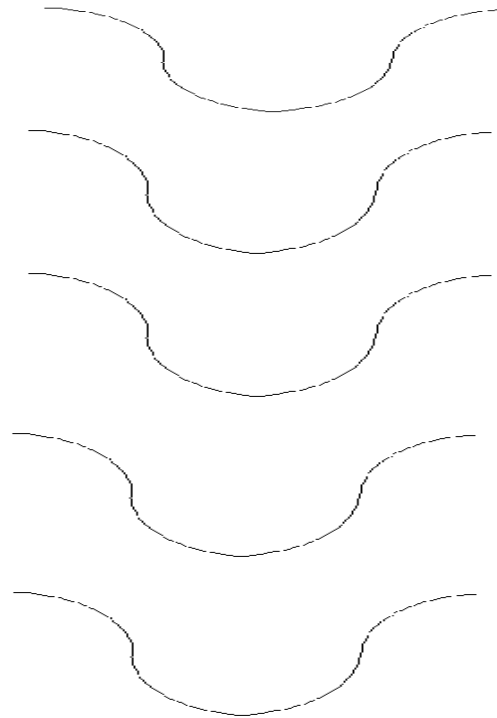
Dollars – \$

Geography – G

Technical – T

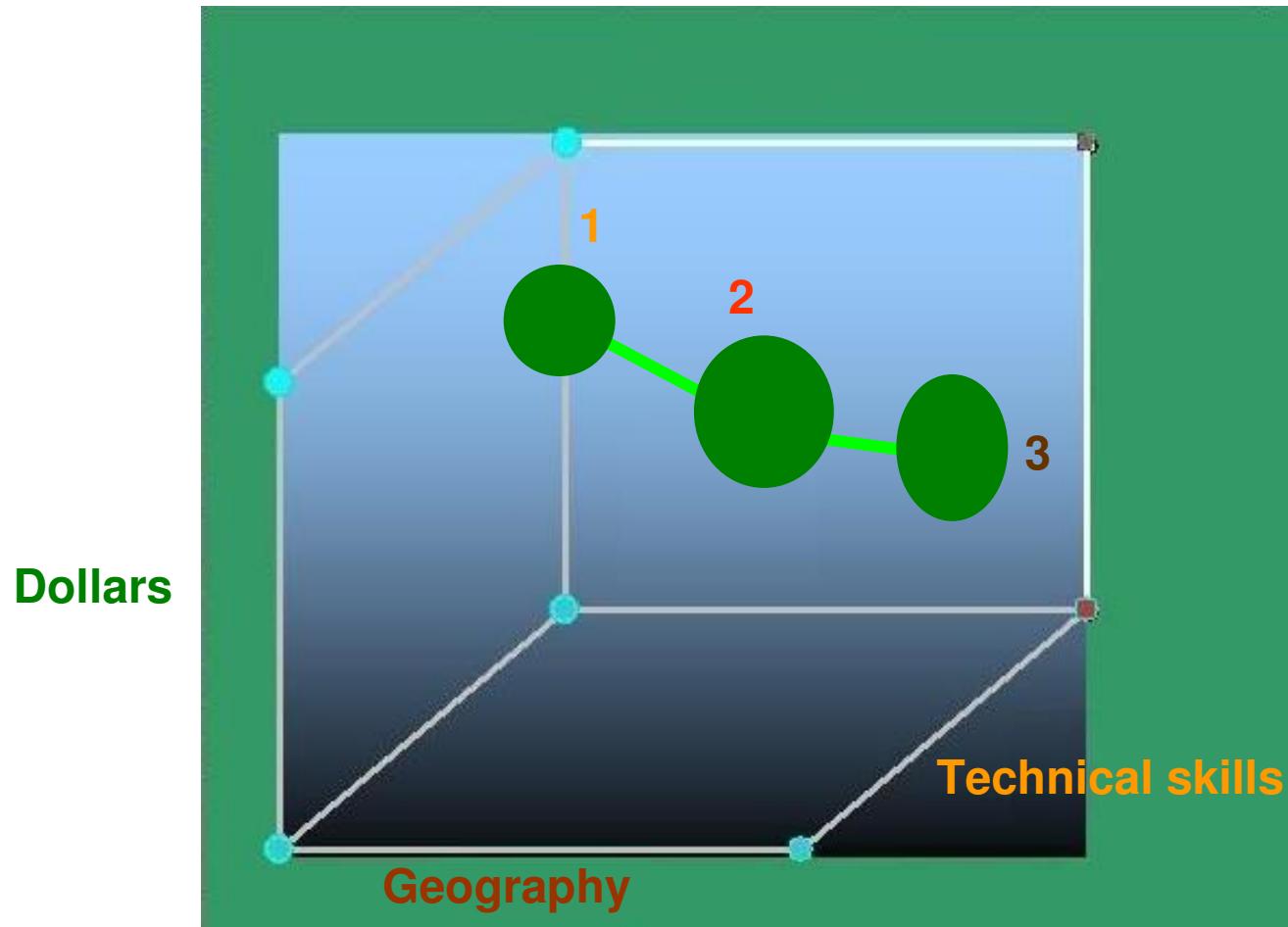
Personality – P

Time – Δ



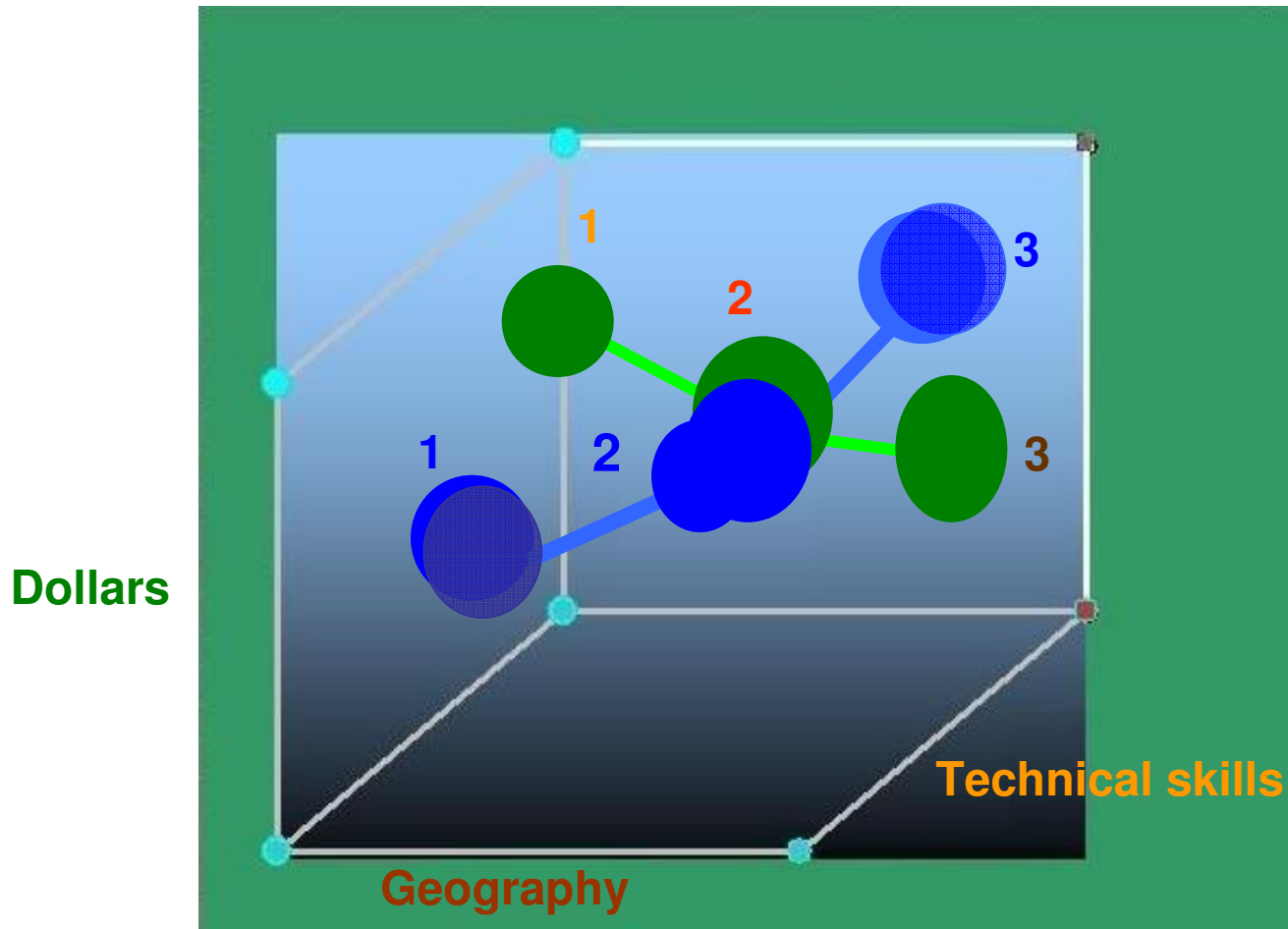
Openings

change over **Time**



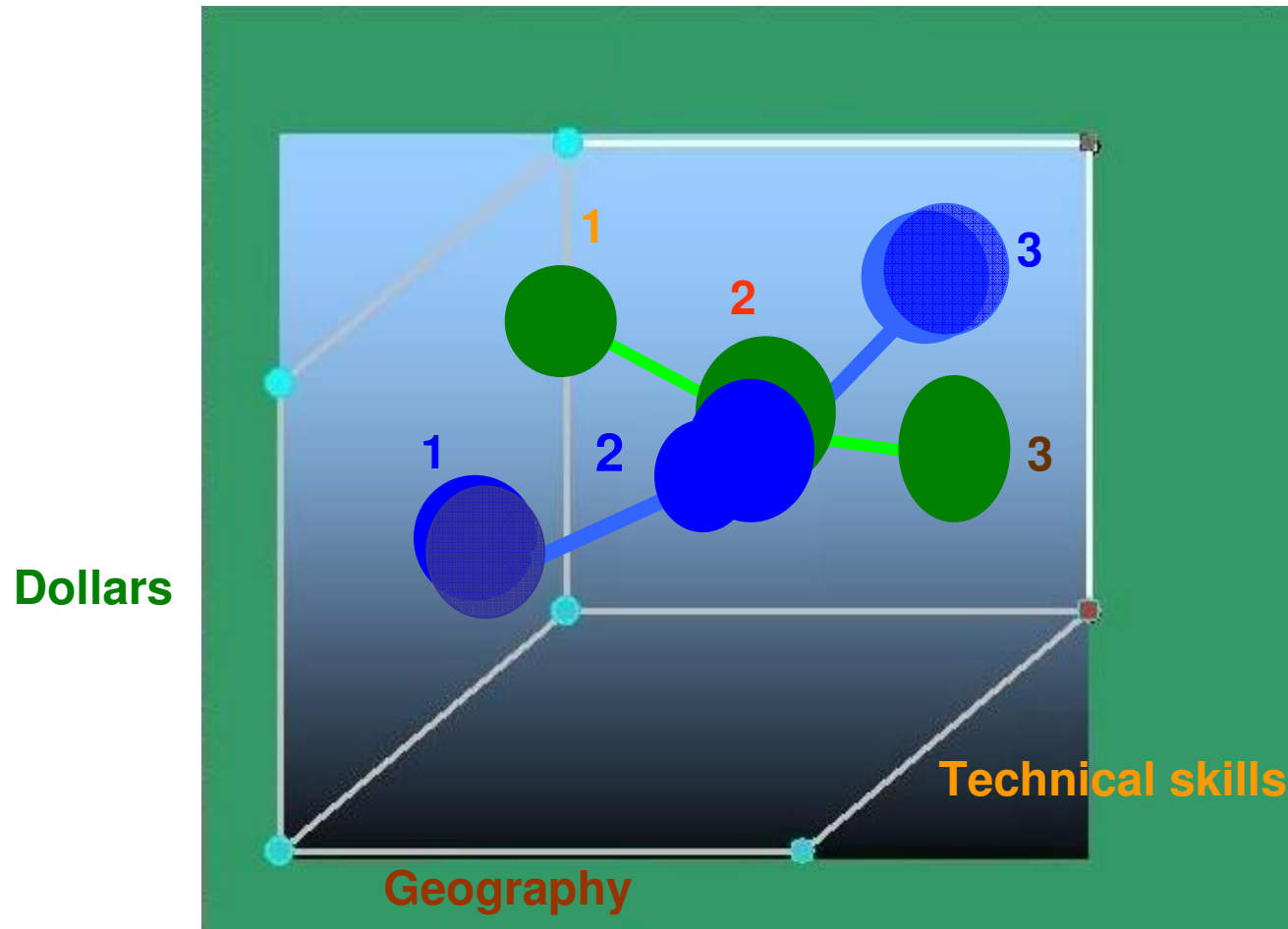
The Hiring Process

is when the **Candidate** and **Opening** overlap at a point in time



The Hiring Process

is when the variables sufficiently “**Match**”



The Hiring Process

is when the variables sufficiently “**Match**”

People

Dollars – \$

Geography – G

Technical – T

Personality – P

Time – Δ

Opening

Dollars – \$

Geography – G

Technical – T

Personality – P

Time – Δ

The Hiring Process

is when the variables sufficiently “**Match**”

People

Dollars – \$

Geography – G

Technical – T

Personality – P

Time – Δ

Opening

Dollars – \$

Geography – G

Technical – T

Personality – P

Time – Δ

and the **Candidate** successfully fills the **Opening**

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www.Chemical-Recruiter.com

678-893-0580

Making the world better, one person at a time.