

Jedi Mind Tricks

Aka, Using Personality Profiling to Make Good Decisions and Manage Your Team.



Dave Nicol, BVMS Cert Mgmt MRCVS

LEARNING OBJECTIVE

Delegates will understand the benefits of using personality-profiling tools as part of their recruitment practice and be able to integrate an NLP technique into their recruitment campaigns to effectively hire the right people who are capable of performing in the role.

Profiling is a widely used tool in recruitment and performance management. There are a variety of tools available and we strongly recommend using one.

In this section we discuss a Neuro-Linguistic Programming (NLP) tool that can be used to understand how an individual may perform in a certain role.

The purpose of profiling

1. Save you lots of time and money
2. Filter candidates early
3. Ensure they have the right profile for the role and your practice
4. Ability to use profiling information in your advertisement to attract the right kinds of candidates

NLP Metaprograms

1. Ways of thinking
2. Your preference is on a scale somewhere
3. You have some flexibility
4. There are probably around 60 of them
5. We use 8
6. From Neuro-Linguistic Programming (NLP)

Metaprograms

1. Towards/away from (plus whys?)
2. Options Vs procedure
3. Decision reference – Internal/External/Data Validation
4. Change preference
5. Global Vs detail
6. People Vs Task
7. Personal Proximity
8. Stress Response

INTERVIEW QUESTIONS YOU NEED TO KNOW

Do your best to use exactly the words in the questions here. I know some of them seem a bit odd, but they words are very important. Especially 3.

1. What's important to you in your work?

- i)
- ii)
- iii)

Get three things – if you only get one, just ask; and what else? Write these down.

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2. Why is that important to you?

Again, get three reasons. Use the exact words. They will usually just pick one of the criteria from question 1 without any prompting. If they do need prompting, just make a suggestion.

- i)
- ii)
- iii)

3. What is the relationship between your work this year and your work last year?

If they don't understand the question, that's fine. It tells you what you need to know.

4. Why did you choose your current job?

Just ask the question as it's phrased here.

5. How do you know you have done a good job?

6. Tell me about a work situation that gave you trouble?

7. Now pick one of their answers to question 1 and ask: Tell me about a work situation that was _____

E.g. if an answer was "making animals better"

Tell me about a situation where you were making animals better.

Do your best to use exactly the same words that they did, so you'll need to make a note of the answer to question 1 even if you are recording the interview.

8. (Following on from 7) What did you like about it?

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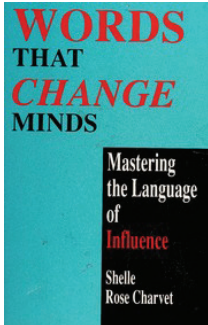
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LAB PROFILE - MLP META PROGRAMS

The recommended text book



“Words that Change Minds” by Shelle Rose Charvet. The page references are the page in this book where you will find the information about the specific pattern.

There is a very useful summary on page 213.

What are Meta programs?

Meta programs come from Neuro Linguistic Programming (NLP) and are your way of seeing and filtering the world. Your personal meta programs lead to your behavior patterns. There are probably around 60 different meta programs. These are just 10 of them.

You will have a preference, located somewhere on the scale, for each one of them, and also a degree of flexibility. Your patterns may be different in different situations or contexts.

Here, we are concerned with the meta programs candidates have in the work environment.

THE PATTERNS

Criteria

Page 15

What gets you out of bed in the morning.

What's important to you in your work?

Motivation direction

Page 33

- Towards
- Away from

Why is that important to you?

Page 1 of 3

Audio interview LAB profile

Motivation source - Decision reference

Page 49

- Internal
- External
- Data - this is not in the book. It is a pattern that involves making decisions based on the facts and data.

How do you know you have done a good job?

Motivation reason

- Options
- Procedure

Why did you choose your current (or last) job?

Motivation decision factors - Change preference

Page 77

- Sameness
- Sameness with exception
- Difference
- Sameness with exception and difference

What is the relationship between your work this year and your work last year?

Stress response

Page 109

- Thinking
- Choice
- Feeling

Tell me about a work situation that gave you trouble.

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Working style

Page 117

- Independent
- Proximity
- Co-operative

Tell me about a work situation that was (meets criteria in first question).

What did you like about it?

Working organization

Page 123

- Person
- Task

Use answer to last question.

Motivation Level

Page 19

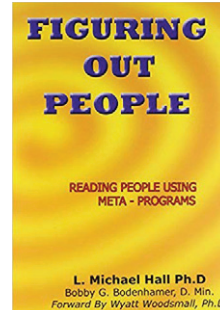
- Proactive
- Reactive

No question required. Identify examples of either behavior from other answers.

Working scope - Global and detail

Page 95

- Specific
- General
- The length of the interview and depth of the answers will give you this answer.



For more on meta programs:

“Figuring People Out: Reading People Using Meta-Programs” Michael Hall, Bob G Bodenhamer

We strongly recommend recording this interview, so you can review and learn.

Plus, this skill takes time to master. So, advice from a trained professional will yield better results.



Notes, Quotes, Reflections & Revisions



These are the things you need to remember
