Value.Lab on Recruiting for Values Congruence

As values facilitators, we understand that in successful organisations, the values of the organisation and those of its people are aligned. But how do we hire people whose values are congruent with the organisation? How do we get to know what their values are and present the values of the organisation to allow candidates to understand?

Helping candidates explore their own personal values during the recruitment process is an investment both financially and from a time perspective but serves two connected purposes. By exploring their own values, candidates are hopefully better informed to decide whether the new role and organisation is the right fit for them. Similarly, an employer can explore whether the candidate demonstrates the values they are looking for whilst learning how self-aware the potential employee is.

In this mini lab, Gemma Noonan will share the case study of her work within the Giggs Group where they have adapted their recruitment process to include values rankings and storytelling. Participants will have the opportunity to share their experiences and explore how working with values can enhance an organisations selection and onboarding processes.

Value.Lab Format

Intro Everyone to introduce themselves and what they are hoping to achieve from the session. 20 mins

Part 1 Gemma to share how we use Values Workshops at The Giggs Group in our recruitment process. 15 mins

Part 2 Break out session (Question – In teams – 20 minutes) to discuss personal experience of using values in a recruitment process – or challenges in recruitment process that could be improved by using values.

Part 3 Share back to the wider group. 20 mins

Part 4 Break out session 2 Group discussion – based on what we heard in part 3 – how could the recruitment process in your organisation be adapted to add / develop a values-based discussion? This session is for exploration and discussion – be creative and explore ideas for how to build on using values in the recruitment process. 20 mins

Part 5 Share back to the wider group – what ideas did the breakout sessions come up with? 20 mins

Part 6 Each participant to share one action that they plan to take back to their organisation / clients. 15 mins

10 mins to summarise and finish off

Think about the best recruitment process that you have experienced. What was good about it? (If applicable) How have you adapted your recruitment process as a result and to what has been your experience?