

Topic Analysis and Synthesis on “Don’t Just Evaluate Candidates on Skills”

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Abstract. This Topic Analysis and Synthesis report explores engineering management, drawing insights for the topic “Don’t Just Evaluate Candidates on Skills”. It introduces a novel approach to evaluating engineering candidates, emphasizing the importance of balancing technical skills with personal values and abilities. This methodology aims to create well-rounded teams where diverse skills and personalities complement each other. Traditionally, hiring practices have overly focused on technical expertise, which can lead to challenges in team dynamics and effectiveness. The report advocates for considering a broader range of attributes, including shared values and soft skills, to form stronger, more cohesive teams. Additionally, the analysis will reference and examine other studies and resources to enrich the understanding of effective team building in engineering. By blending practical advice with theoretical foundations and real-world examples, this TAS aims to provide a comprehensive view of successful engineering team management in the modern context.

Keywords: Candidate Evaluation · Skill Assessments · hiring smart

1 Introduction

1.1 Motivation

Team work increases the productivity of team. Skill assessment is essential but it’s also important to evaluate different factors involved.

1.2 Problem Statement

Is it important to evaluate candidates on other factors than just skills? what are those factors? How can it affect the team’s productivity?

1.3 Objectives

What benefits it brings? Can we use AI to assess those factors? What additional cost will it introduce? (Hiring cost, Human hours involved) additional interviews could help?

References