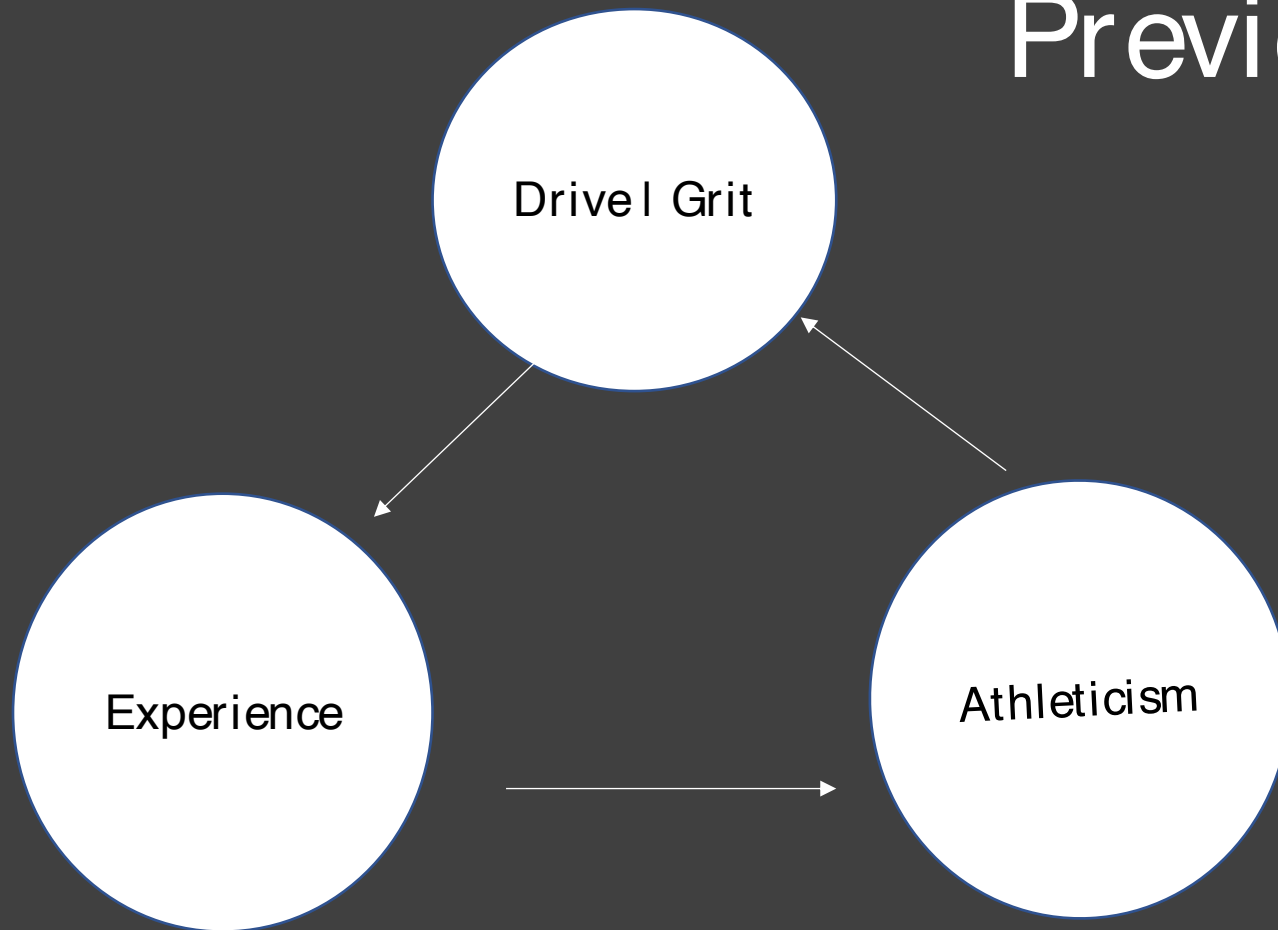# Top Squadron

Deshawn R. Jamison

Introduction

- Master of Science in Business Analytics candidate CO'σσ
- Bachelor of Science in Economics & Political Science graduate CO'σO
- Community Banking Intern

What We Have Seen

- Hiring high achievers
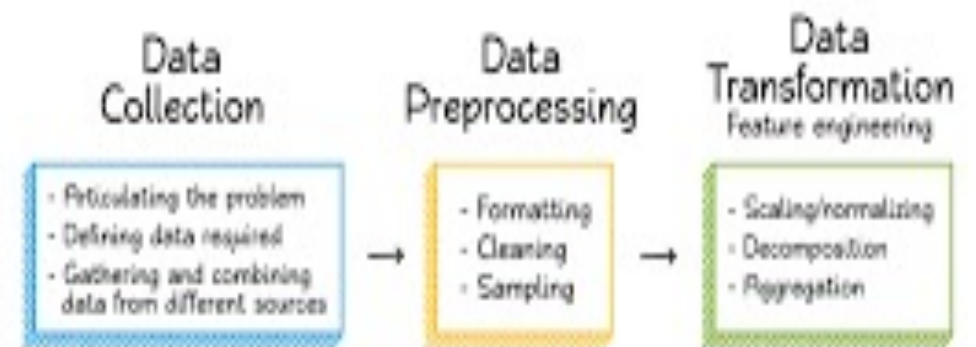- Potential v. Reality
- Reimagination

Previous Hypothesis

Drive | Grit

Experience

Athleticism

Data Preparation Process

Data Collection
- Articulating the problem
- Defining data required
- Gathering and combining data from different sources

Data Preprocessing
- Formatting
- Cleaning
- Sampling

Data Transformation
Feature engineering
- Scaling/normalizing
- Decomposition
- Aggregation

Alternative Thinking

- When looking for quality candidates look for these characteristics
  - Athletic background
  - Personal tragedy turned to success
  - Lover of process, but focused on results

Why You Should Care

- Weeks of research
- Dozens of interview with top performers & managers
- Data collection & Analysis

Methodology

- Qualitative Interviews collecting psychographic data
- Latent Variables (Characteristics)
- Clustering (Meaningful Groups)

Psychographic Data
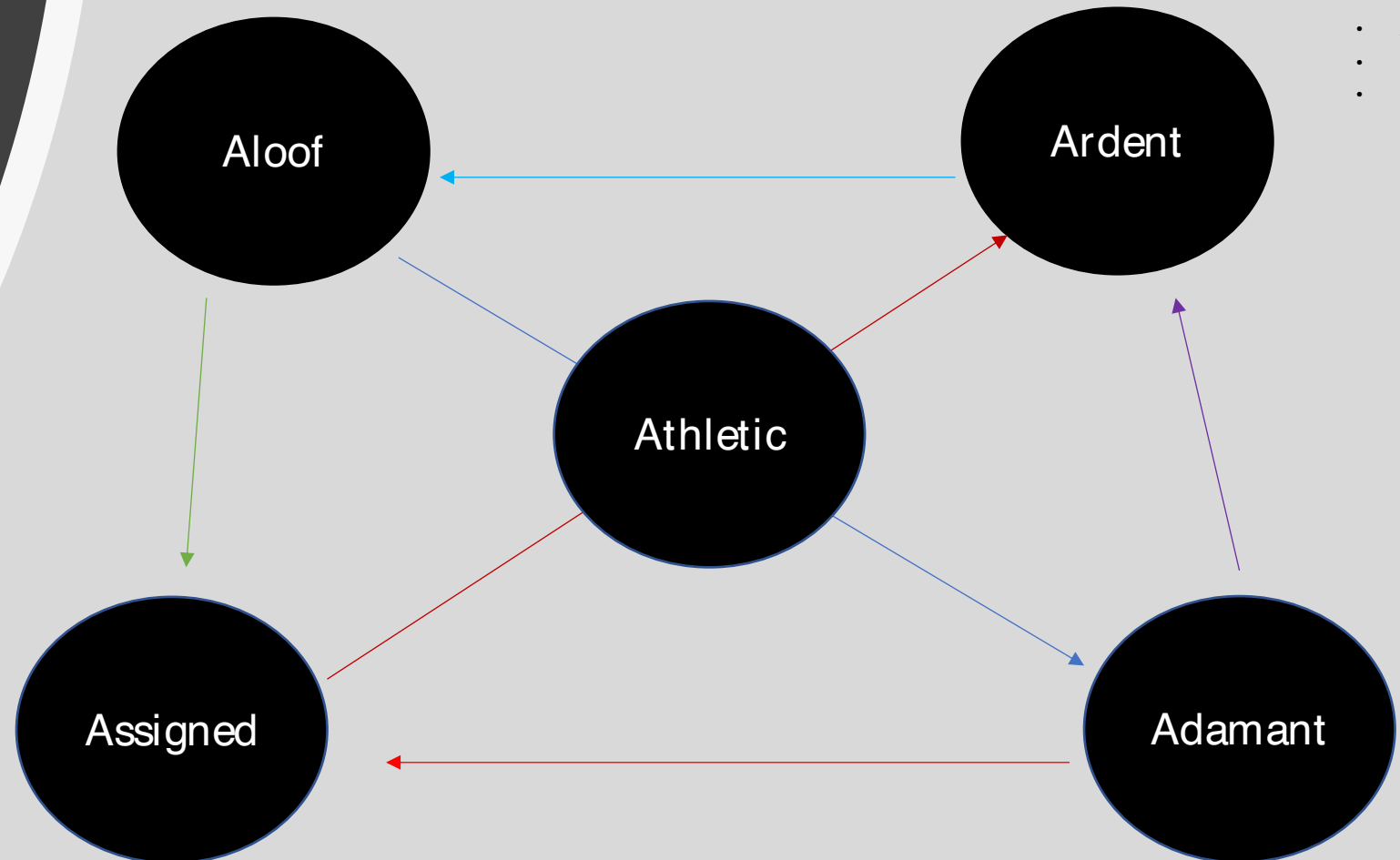
- Example: add person
  - Likes work/life balance
  - Likes process
  - Former athlete
  - Youngest of four
  - Local to community
  - Family tragedy
  - Economic hardship

The Five 'A's

Latent variables (Characteristics)

Aloof
Ardent
Athletic
Assigned
Adamant

Meaningful Groups

- **Captain Awesome** œAthletic, incredibly competitive, always pushing

- **Jane** œProcess, parent of ♂, loves work life balance, Time > Money

- **Matthew** œPersonal tragedy, fight to get back, uses issues as fuel

- **Samantha** œYoungest of four youngest but taken the least serious; wants respect, so they work the hardest to be the ⌐top dog"

- Research suggests…
- Hungry
- Not to say that these are the as all be all…
- Money

Why All This Matters

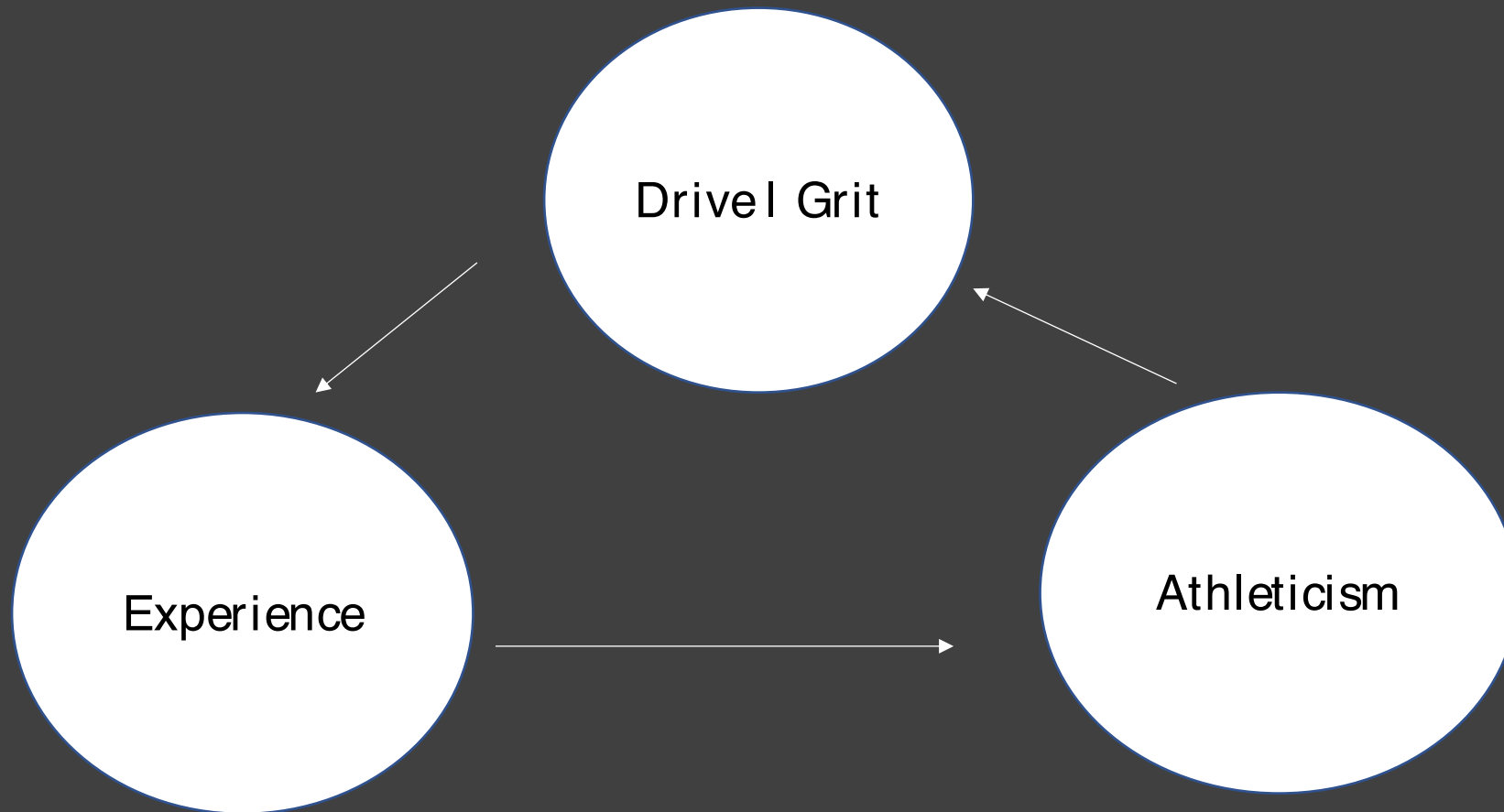# Examples of Interview Questions Based On My Research

- Are you a process person or results person?
    - If process, why is process so important to you, and how do you balance that with timeliness?
    - If results, do you find yourself hurrying up to get to the finish line and missing out on details, or do you somehow find balance. If so, how?

- I see that you're an athlete, how has your athleticism been transferred off the field, and how do you balance that competitiveness to work with people not as competitive?

- Going into detail if only you're comfortable, name a time where personal tragedy or adversity has gotten you to a low point and how did you / what did you do to recover?

- Do you have sibling?
    - If yes, where do you fall in the totem pole?
        - How does that make you see the world and react?
    - If no, how does that make you feel?
        - Do you strive to build connection because of it?

Previous Hypothesis

Sébastien Thibault

Alternative Thinking

- When looking for quality candidates look for these characteristics
  - Athletic background
  - Personal tragedy turned to success
  - Lover of process, but focused on results

Summary

- Where we are
- What de do well
- Points of improvement
- What we learned

Your Turn Now

?

THE END