Good morning, good morning. So we’ve looked at various aspect of staff selection … . I think by now you should be beginning to see how much more there is through it than just putting applicant through a short interview or asking the right questions. Yeh, so I think you should be ready for today’s tutorial on matching the person to the job. we’re going to talk today about the importance of choosing that all-round right person. Right, so we have to put ourselves into the rule of the manager or supervisor. Yes, and then we’re going to imagine how different applicants would fit into the team or group they have to work with. Eeee, we are looking at some examples later. Is it just theoretical at the moment? Yes, the point is: you can select someone, even a friend, who has all the right qualifications, degree, certificates whatever. You can also check that they have lots of experience that they have done this sort of tasks that you want them to do in your office already In a similar environment but if they start work and you realize that they just don’t get alone with everybody else that say they’ve got sharply contrasting view on how something will work. Well, with the best will in the world you may be backing a loser. Wouldn’t it be just a question of company training though? Not always, particularly in a team situation and I think it’s important to think in terms of that type of working environment. People have to have face in each other’s abilities to carry out the tasks their bosses said them. They have to trust that everyone will do their part of the job and you can necessarily train people for this but it’s like trying to find out what someone’s personalities like in a job interview. I mean you just can’t do that. Even if you try you won’t find out what they are really like until they actually start work. Well, in most interviews they usually ask candidates questions about their hobbies and what they like doing in their … time, that sort of thing. So employers are already involved in a practice of well doing part of the task but it doesn’t tell you anything. It doesn’t tell you if they’re easygoing or … smokers or whatever. Well, arguably does give you a bit information about an applicant’s character but also more and more employers around the world are making use of what I called personality questionnaires to help them select new staff. What’s it called? Personality questionnaire. They have to be filled up by the candidates sometime during the selection procedure often just before an interview. The idea is actually quite old. Apparently they were used by the aichin Chinese for picking up clerks and civil servants and then later they were used by the military to put people in appropriate areas of work. They’re going in a lot of ground since then. And there are about 80000 different tests available now. And almost two third of the large employers use them which makes you think that there must be something in them. That’s right. They ask the sort of the questions that you might expect like do you like working on the pressure or are you good at keep in deadlines. And what if people can see through them and just write what they think the employer wants to see. Well that is a possibility. I …. A human nature to lie. Isn’t it? Well, that’s a point apparently it isn’t. These tests can compile by experts and they believe that the answers can provide a few simple indicators as to roughly the type of person that you are. That people will generally be truthful in that situation and then you can go some way towards finding out whether someone say forward looking or go ahead type of person or resistant to change. Yes and they are all kinds of other methods.