

Titus U is a **self-guided training and development library** designed to enhance hiring and people development skills. Packed with expert resources, it empowers your team to grow, learn, and refine their talent strategies at their own pace. Whether sharpening recruitment techniques or strengthening leadership abilities, Titus U is your go-to platform for continuous professional development.

Simple Guide to Structured Interviews

Structured interviews are the only interviews proven to predict candidate performance. Stop winging candidate interviews and create an interview that counts.

Key Takeaways:

- Understand the difference between structured and unstructured interviews and be able to explain why they are used.
- Write three types of structured interview questions based on key candidate criteria following the Head-Heart-Briefcase model.
- Build anchored rating scales to evaluate candidates to reduce bias and inconsistency.
- Decide the best people for your interview panel and support their learning of the tools.
- Utilize the included template to create an action plan for your open roles.

Creating Performance Objectives

Performance objectives answer the question, "What does winning look like in my seat?" Learn how to measure success for any role in your organization.

Key Takeaways:

- Clearly articulate what a performance objective is and what purpose it serves in propelling individual motivation and organizational success.
- Conduct a SWOT analysis to determine organizational goals.
- Create team or department KPIs that serve the overall organizational goals.
- Conduct a job analysis to determine individual performance objectives.
- Craft SMART performance objectives that motivate employees and drive results.
- Implement performance objectives effectively to ensure transparency and trust is built between employees and managers.

Onboarding Essentials

According to a Glassdoor poll, 88% of employees report that they did not have a positive onboarding experience. Learn to set up an onboarding process and win your new hire's loyalty from day one.

Key Takeaways:

- Know the four critical components of onboarding and gain practical ways of covering each.
- Gain strategies to set your new hire up for success before they begin working at your company.
- Create a first day schedule that wins new hire engagement from the start.
- Design a week one plan that sets new hires them up to succeed in their role.
- Craft and communicate goals for the new hire's first 90 days to ensure transparency and progress.