

# Recruitment and Executive Search

## At a glance

The recruitment and executive search industry is facing challenges such as increased competition, difficulty finding qualified candidates, the impact of changing technologies, and the need to adapt to evolving hiring practices.

Recruitment and executive search play a significant role in solving problems when done well. Effective recruitment and executive search practices can help organisations identify and attract the right talent, leading to increased productivity, improved employee morale, and a positive impact on organisational performance.

One of the main issues that organisations face is the shortage of qualified talent. Effective recruitment and executive search practices can help organisations identify and attract top talent, leading to a workforce that is highly skilled, motivated, and engaged. This can help to address talent shortages, which can be costly for the organisation in terms of lost productivity and missed opportunities.

Moreover, effective practices can help to ensure that the right candidates are selected for the job, based on their skills, experience, and cultural fit. This can help to address the issue of poor hiring decisions, which can lead to decreased productivity, decreased morale, and increased turnover rates.

Recruiters and executive search professionals can benefit from using assessments such as HOW and WHY Index<sup>®</sup>, and provide objective data on a candidate's behavioural traits and motivators. By understanding a candidate's personality traits and motivators, recruitment professionals can better identify candidates who are the best fit for a particular role and organisation.

These assessments offer a more standardised and objective approach to identifying candidates with the right skills, experience, and behavioural traits for each role. Additionally, by communicating the benefits of these assessments to clients and candidates, recruitment and executive search companies can differentiate themselves from their competitors and provide a more positive candidate experience.

For a more comprehensive description, please request the **Recruitment and Executive Search White Paper**.

