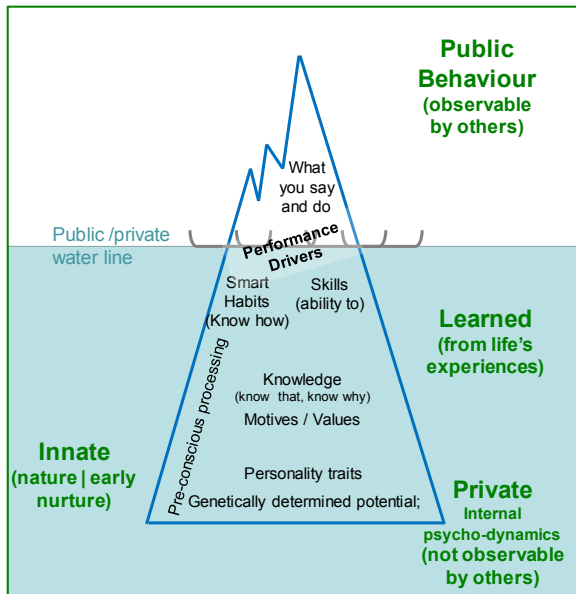


## The Right Talent Iceberg Model



# The “Iceberg” Model:

## A Practical Tool For Use by Recruiters



# The Core Recruiting Problem

## Usefully predicting performance on-the-job!

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When the open role is well-defined,  
in a well established organization,  
the fit between a person's past behavior  
as described on a resume  
can help us determine  
whether or not a candidate has behaved in ways  
similar to the performance requirements of the open role  
in past roles.

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**Resume based recruiting  
no longer  
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**Performance drivers are  
the best tool to do this.**

**The Core Recruiting Problem**  
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**... which lands us squarely in the conundrums  
of personality psychology**



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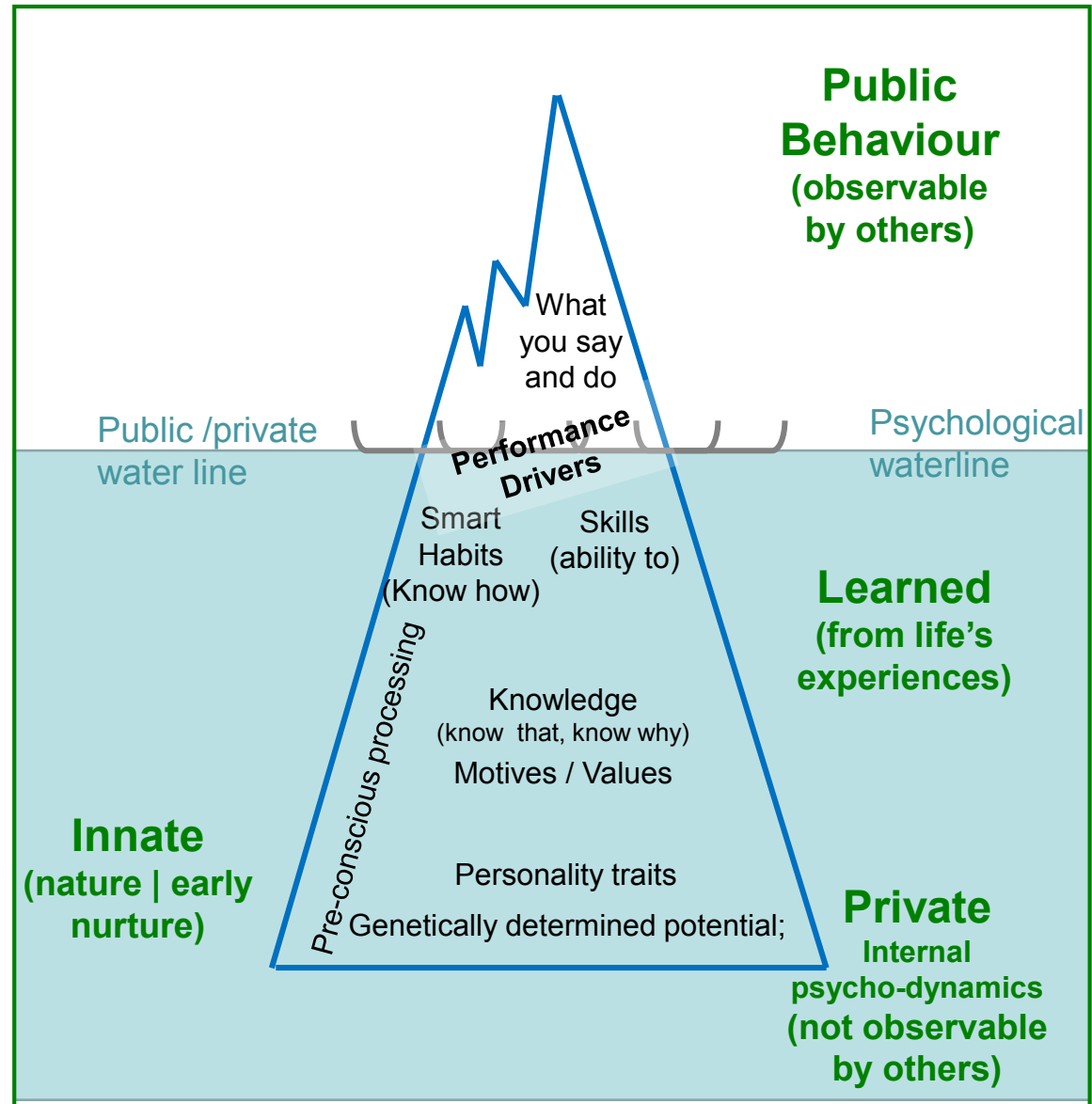
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**Requirements for that tool ....**

- 1. Expressed in business (not psychological) language**
- 2. Stated as behavior observable by others**
- 3. Useful as a pragmatic recruiting tool**  
**– not a theory of personality**

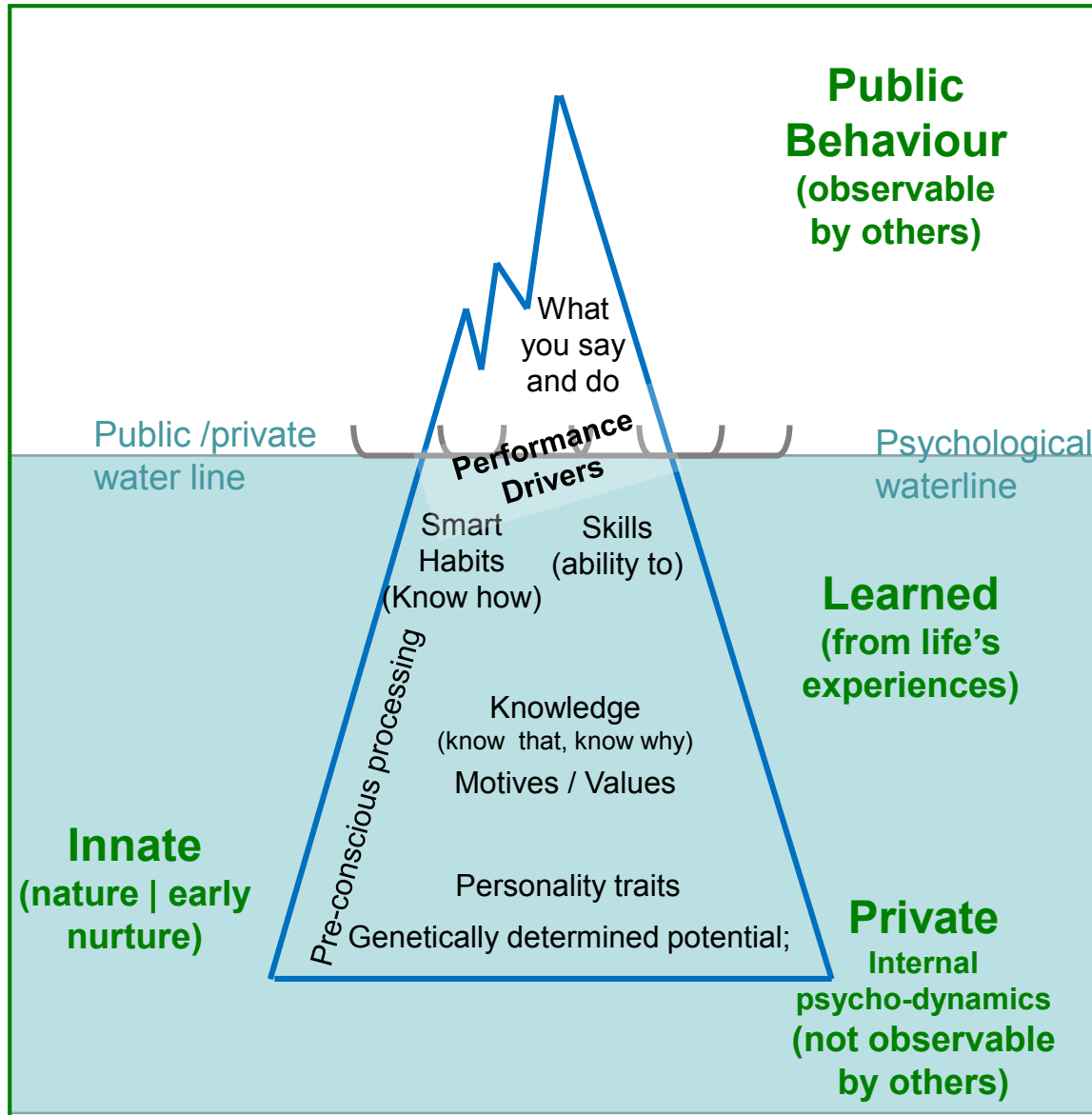
# The Right Talent Iceberg Model

## The Tool



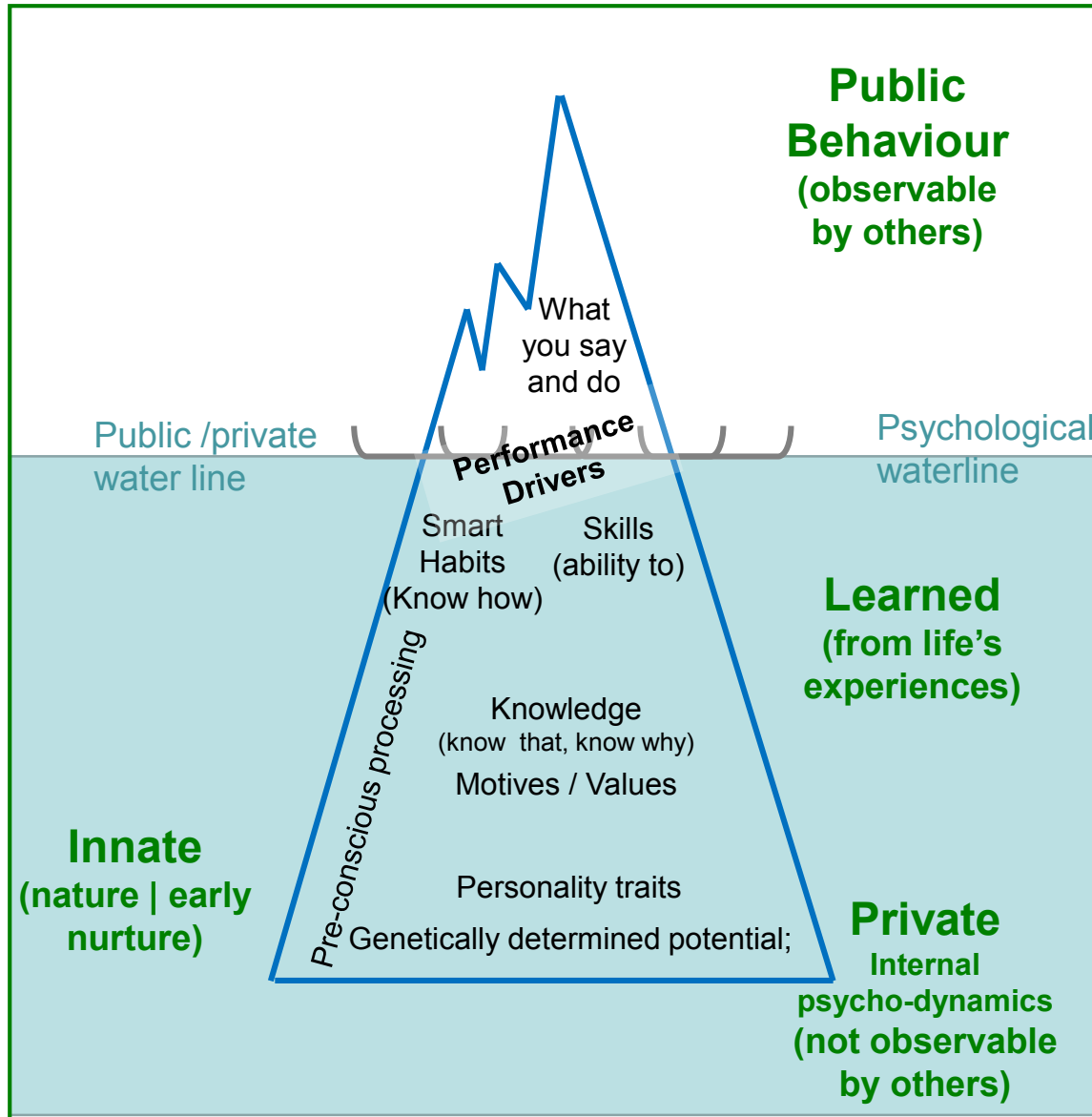


# The Right Talent Iceberg Model



The Performance Challenge Recruiter uses Roelf Woldring's Iceberg Model, and its related Performance Drivers, to do a **high value profile match** between a potential candidate and a role's performance requirements.

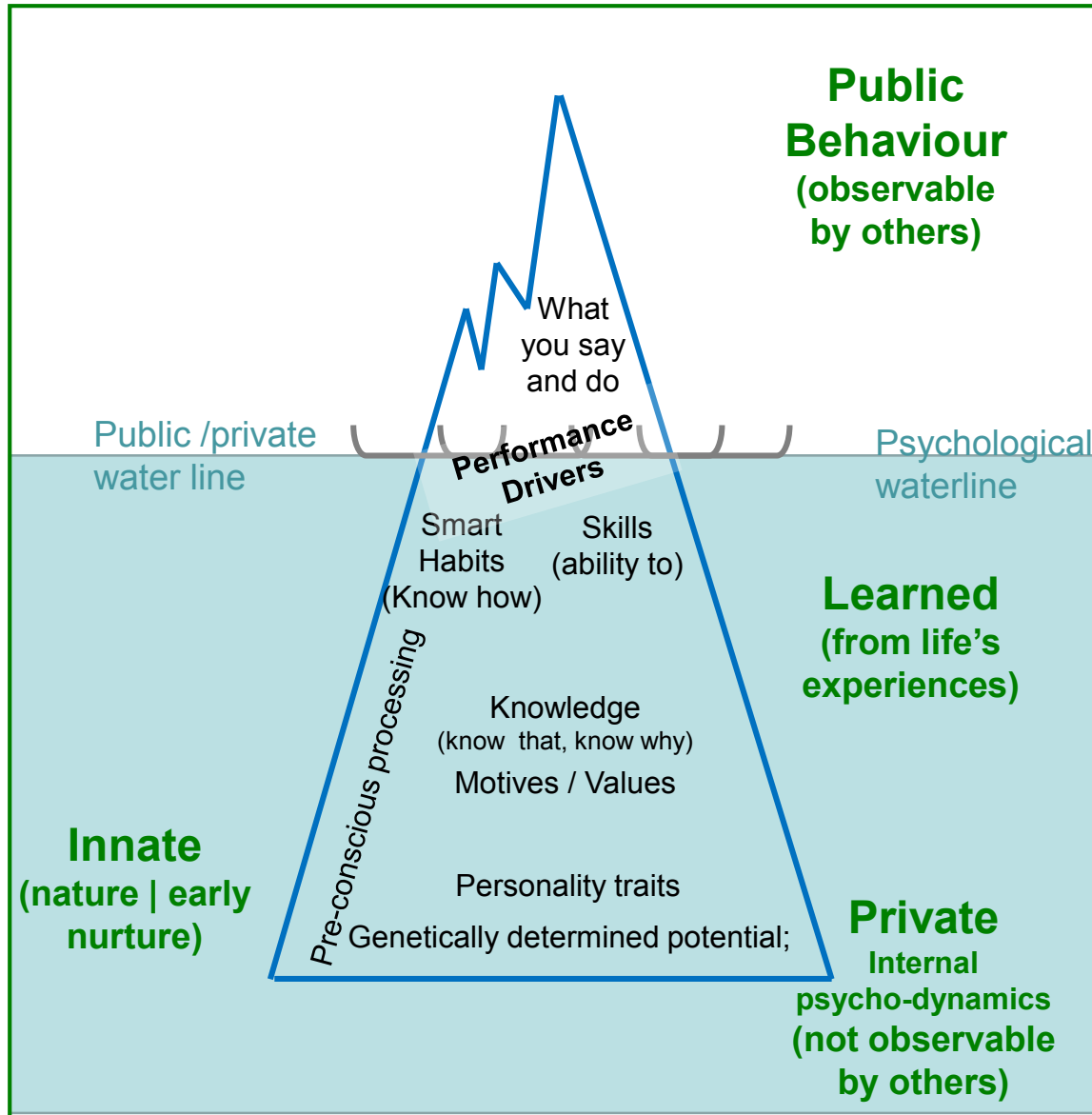
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The idea of an **'iceberg'** conveys the idea that we need to use what is visible (**public behavior**) in a way that usefully allows us to take into account all of the things that are 'hidden' below the **psychological 'waterline'**:

**Internal psycho-dynamics**

# The Right Talent Iceberg Model

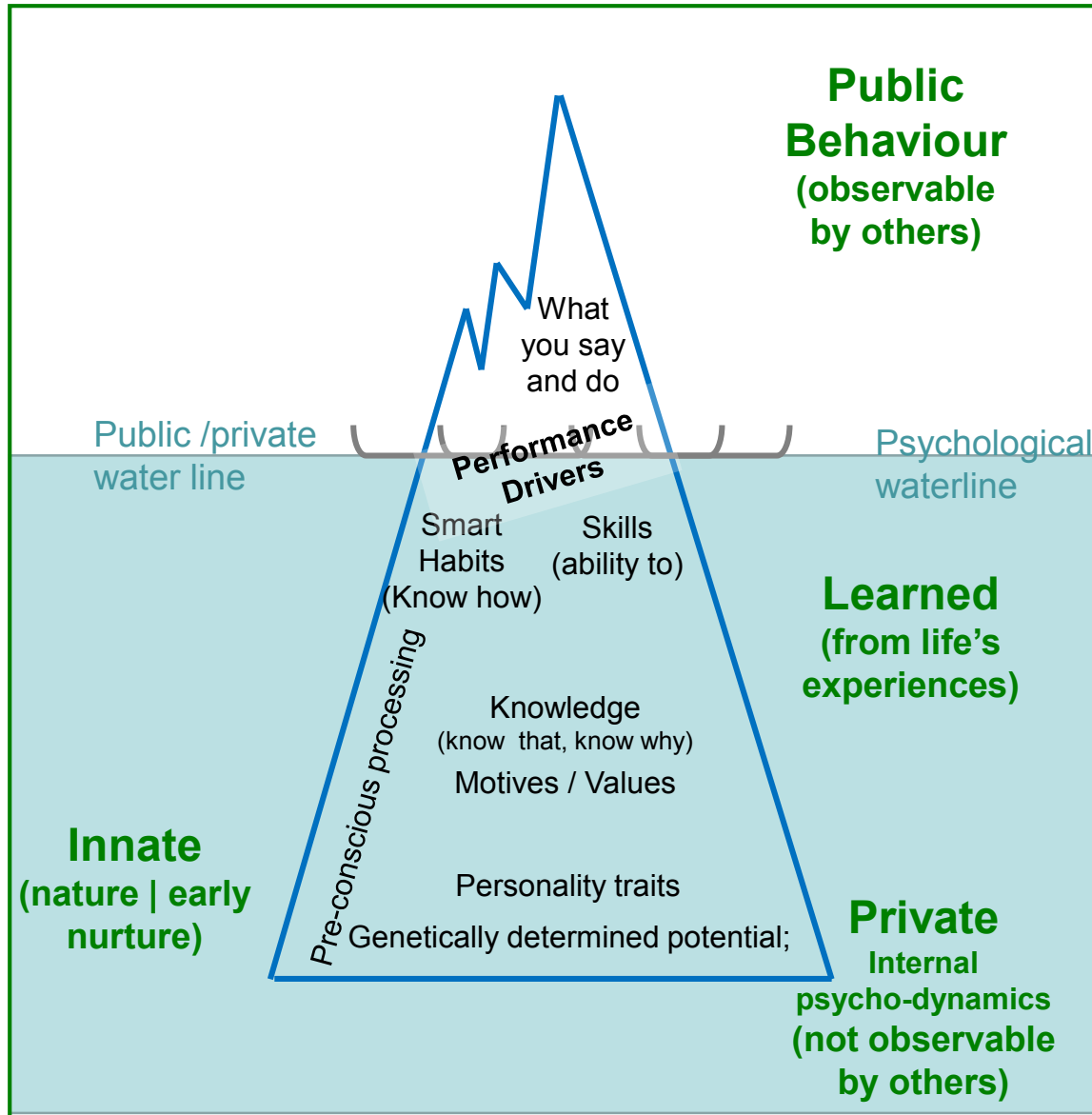


**A person's performance in a role is 'driven' by a large variety of internal psychodynamics.**

How many of internal factors drive performance is not readily apparent to the person or to the other people working with that person.

The way these factors interact 'inside' the person to produce performance is 'unobservable'.

# The Right Talent Iceberg Model



Performance drivers are a **conceptual 'bridge'** from a person's private, internal conscious, pre-conscious, and un-conscious psycho-dynamics to a person's 'public' behaviour.

They allow us as recruiters to talk about and to problem-solve making useful predictions about a candidate's potential performance on the job.

**The Performance Challenge Recruiter**

Find the talented people your organization needs to thrive, perhaps to even survive.



**People Perform On-the-Job, not Resumes!**

- Coach Your Recruiters
- Find | Hire | Onboard Talented People

Explore your options in a no obligation discovery conversation.



Download your copy of Roelf Woldring's visual e-book: "Recruiting Realities: How to Avoid Bad Hires"

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- Or talk to Roelf Woldring about coaching your recruiters as they develop the skills needed to implement “Performance Challenge Recruiting” [click](#) [Book](#)
- Or talk with Roelf about completing a recruiting assignment for a critical open, rapidly evolving, or transformative role in your organization [click](#) [Book](#)