



A testimonial for Alison Warner, Evolve & Grow Coaching

We have just completed a recruitment process to employ our latest team member and this is a testimonial for Alison Warner.

We shortlisted 3 candidates for final interview having completed profiling that was specifically tailored to our company and the job role; then prior to the day Alison prepared specific questions to ask our candidates in the interview.

Alison completed the interviews on my behalf, and I am so glad she did because I would have made an emotional decision, not a factual one – whilst I had 1 candidate that I expected to be “the one” by the time the interviews had concluded it was clear that I had based my original thoughts on emotion and had no evidence to back this up.

By asking competency based questions, Alison managed to identify the strengths and weaknesses of each candidate and it was interesting to see how this identified not just technical abilities but also the candidates personal character traits.

All candidates complemented us on the quality of the interview process, and how engaged they felt because it was not about us trying to hire anyone, they were clear that we wanted someone who is going to love what they do and therefore be with us for the long term.

The entire cycle from start to finish was of such a high standard, and having been involved in recruitment projects in the corporate world for over 10 years, I can honestly say that it is by far and away the most comprehensive and one which has identified a candidate that I never thought we would be able to attract.

Even though we are a small company, I know that my team are working in an environment that many blue chip companies could only wish for and there is no way that I could have done this on my own. If you are thinking of employing someone, then quite frankly, I think you would be mad to do the interviews yourself, there is no way I could have done what Alison did and if I had done it myself I would have hired the wrong person.

Thank you Alison, you were amazing through this project and I now cannot wait for you to be involved again for the next vacancy we have planned.

Yours sincerely,

Nathan Kelsey