



READING BETWEEN THE LINES

Give a whole new spin to being write-on!

Apparently 4 out of 5 people are wrong for the job in which they were originally hired! With such a shocking statistic wouldn't you think companies would put more science into the hiring of new recruits?

BY CLAUDIA REIZNER

It truly baffles me why companies would spend hours of management time interviewing potential candidates for a job and then hire someone pretty much based on the couple of hours they have had with them. Just think about that for a minute:

MANAGEMENT time in interviewing over and above their normal workload

+ exorbitant recruitment agency fees

= candidate with no guarantee of success

You don't have to be Einstein to work out that applying a little more science in the recruitment process will result in a more positive equation which in turn means a better

working dynamic, happier and more loyal staff, better time management and fewer smug recruitment agents.

So, 'what do you suggest?'

I hear you say. My answer: Read between the lines. The lines that is, of handwriting. It might say more about a person than perhaps they might want, but it does give an insight into their personality. From an employer's perspective this can determine not just if they are who they say they are, but also some pretty fundamental qualities relevant to a job.

It is the window to the subconscious. It is their brain talking through their hand.

Handwriting analysis is on the up in the corporate world where personality and by default, getting on with work colleagues is just as

Some of the important clues handwriting analysts look for are:

- Slant
- Pressure
- Rhythm
- Spacing
- Distribution of writing on the page

All of these are evaluated and interpreted to make up the final portrait of the person.

important as qualifications. The reason most given for moving jobs (after trying to get a step up the career ladder and all its financial trappings) is personality clashes in the office NOT inability to do the job. Psychometric testing can determine a candidate's mental agility and hence their suitability in that area but nothing can really test to see a

candidate's ability to get on with their colleagues. Here is where handwriting analysis can give a better indication. It can determine whether the writer is genuine or insincere, happy or depressed, friendly or hostile, mature or childlike, positive or negative in outlook, shy or outgoing, emotionally warm or cold and indifferent. It can also help to find out how they deal with problems: do they run away or challenge them head on? It reveals what kind of person they are deep down regardless of the impression they are making on others. Armed with such information employers can make better informed recruitment decisions.

So, if you don't want to reveal your true self I suggest you keep to a keyboard! ■