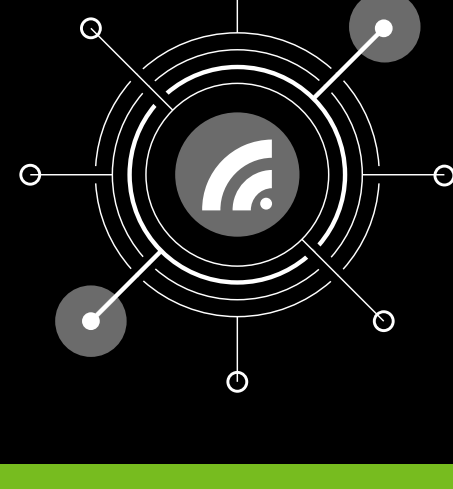




Get Hired: IT Hiring Managers' Top Secrets Revealed

In a recent survey, we asked IT hiring managers to share how they evaluate and distinguish top IT candidates. We also asked them about ways professionals can gain an edge in the hiring process to get noticed, and ultimately, hired.



THE FIRST 15 MINUTES

During an interview, 67% of IT hiring managers know within this short time-frame if a candidate is right for the position.

59%

say the most challenging quality to find among candidates is the **RIGHT COMBINATION** of hard and soft skills.



10% SAY CULTURE FIT



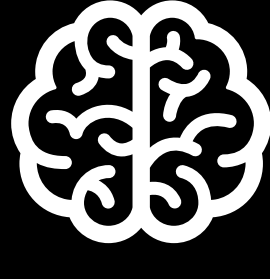
14% SAY HARD SKILLS



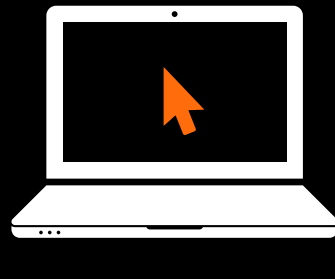
17% SAY SOFT SKILLS

When evaluating candidates, IT hiring managers are looking for:

Top 3 hard skills



76% ANALYTICAL/CRITICAL THINKING



73% TECHNICAL SKILLS (SYSTEM, COMPUTER, SOFTWARE)

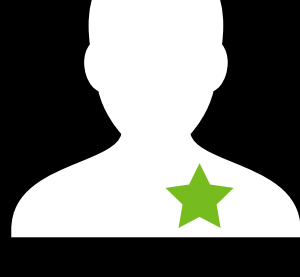


60% VERBAL/WRITTEN COMMUNICATION SKILLS

Top 3 soft skills



84% ABILITY TO LISTEN AND COMPREHEND



79% A SENSE OF PERSONAL ACCOUNTABILITY



73% GOOD/POSITIVE ATTITUDE

Résumé is still king

Most preferred format to review a candidate's background:



68% DIGITAL/ELECTRONIC FORMAT



23% TRADITIONAL HARD COPY



7% DIGITAL PORTFOLIO



2% LINKEDIN PROFILE



0% VIDEO RÉSUMÉ

Make sure you tailor your résumé to the position you're applying for.

NEARLY **8 IN 10**

match résumé qualifications to the job description when deciding who to interview.

68%

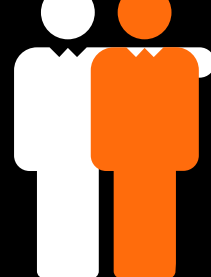
say **CULTURE FIT** is important when evaluating candidates.

Top ways IT managers assess culture fit:

- ✓ 68%: by asking behavioral interview questions
- ✓ 59%: by listening to candidate questions posed during interview
- ✓ 56%: by observing behavioral cues during interview

Securing the position

Top competitive advantages (when candidate qualifications are equal):



72% REFERRAL BY A CURRENT OR FORMER EMPLOYEE OR CO-WORKER



64% STARTED AS A CONTRACT/TEMPORARY EMPLOYEE WITHIN THE COMPANY



38% THEY COMPLETED AN INTERNSHIP WITHIN THE COMPANY

1-3 WEEKS

is the typical time frame from the first interview to the extension of an offer.

Be patient; 36% of IT hiring managers say it can take anywhere from 3 weeks to 3 months to hire for a position.

Nail the interview

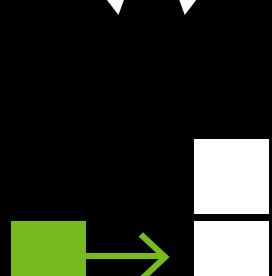
Top advice for candidates:



71% BE ABLE TO ARTICULATE PERSONAL ACCOMPLISHMENTS/WEAKNESSES



71% REMEMBER THE BASICS (BE ON TIME, POLITE, WELL-GROOMED, GRACIOUS)



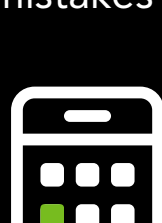
70% BE ABLE TO CONVEY HOW SKILLS/BACKGROUND ARE A GOOD FIT FOR THE JOB



64% BE INFORMED ABOUT THE COMPANY'S KEY PRODUCTS/ SERVICES

Interview blunders

Top mistakes that prevent candidates from moving forward:



82% INAPPROPRIATE USE OF MOBILE PHONE/TEXTING DURING INTERVIEW



80% ACTING ARROGANT, NOT GRATEFUL FOR INTERVIEW



77% NOT ARRIVING ON TIME



72% NOT BEING WELL-GROOMED OR APPROPRIATELY DRESSED FOR THE INTERVIEW

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Survey methodology: The 2015 Hiring Manager Research (U.S./Canada) was conducted by RDA Group on behalf of Kelly Services. Over 1,000 hiring managers in the U.S. and Canada were surveyed. Participants had direct hiring responsibilities for talent in healthcare, engineering, finance and accounting, IT, and scientific fields. Results represent a cross section of industries and career disciplines. Of the total surveyed, 210 were IT hiring managers.

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