

talent tryouts

extraordinary talent

[Begin »](#)

table of contents

[Introduction »](#)



[Print Materials »](#)



[Tryout by Role »](#)



Core »

All positions



peek-a-build



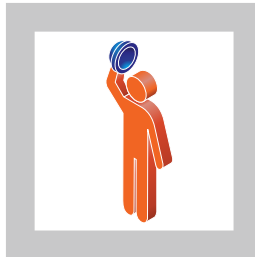
next big thing

Role-specific »

Specialists & Experts Lead Experts



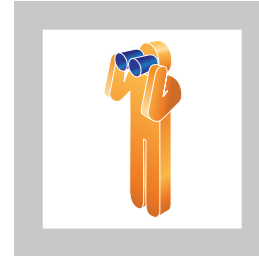
rack set



at your service



demo



what did you see?



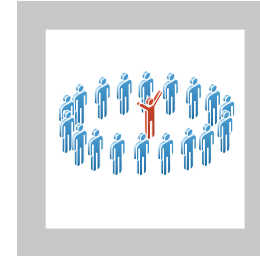
referee



team set

Leadership »

Leaders



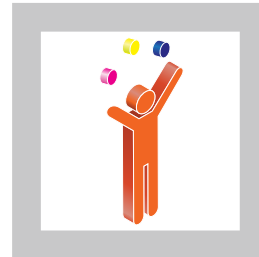
front & center



team set



talent touch base



now what?

[« Previous](#)

[Continue »](#)

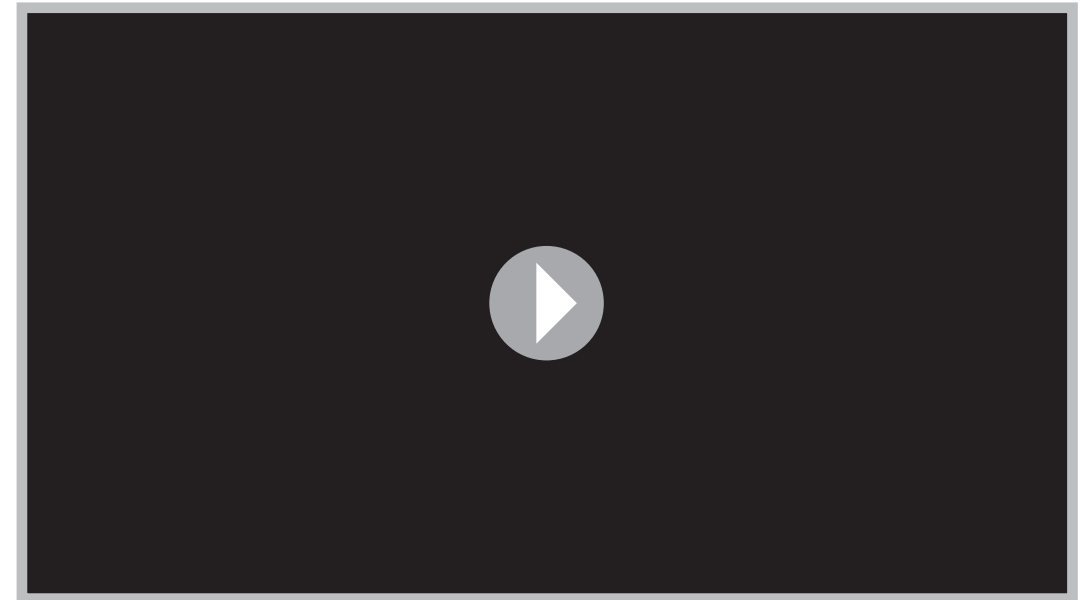
introduction

Talent tryouts is a new way to assess talent and replaces the tired method of asking “what are your strengths & weaknesses” in a formal interview. Instead, we put candidates through a series of tryouts, allowing them to “show” you their level of talent vs. just telling you.

The tryouts are designed to simulate real job activities, allowing the hiring leader a realistic job preview. Think about past or present team members that aced a formal Q&A interview, but then let you down once they started performing their job duties. The tryout process essentially removes the candidate’s ability to “fake it.” But at the same time, the candidate will see the tryouts as challenging, fun and engaging.

There are group and individual activities that aim to assess core, role-specific and leadership skills. Please note the leadership tryouts are part of Phase 2, which has a deliverable of 5/1.

For more information, watch the video.



[Table of Contents »](#)

print materials

You can only print from a PC, not from your iPad. Note, that the Administration Instructions are included within the iPad experience; you do not have to print these. It is recommended that you print any candidate, role play and evaluation forms before you begin.



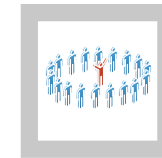
peek-a-build

- » administration instructions
- » evaluation form



demo

- » administration instructions
- » candidate prep cards
- » evaluation form



front & center

- » administration instructions
- » candidate prep card
- » evaluation form



next big thing

- » administration instructions
- » candidate prep cards
- » evaluation form



what did you see?

- » administration instructions
- » evaluation form



talent touch base

- » administration instructions
- » candidate prep card
- » role player instructions
- » evaluation form



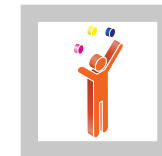
rack set

- » administration instructions
- » evaluation form



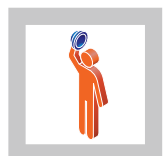
referee

- » administration instructions
- » role player instructions
- » evaluation form



now what?

- » administration instructions
- » candidate packet
- » evaluation form



at your service

- » administration instructions
- » candidate prep cards
- » evaluation form



team set

- » administration instructions
- » evaluation form

core tryouts

The core tryouts are social, interactive and engaging.

All candidates will participate in core tryouts, whether they are applying for an hourly or leadership role. If a candidate does not successfully pass both tryouts, they will not be considered for employment and do not progress to any other tryouts.



peek-a-build



next big thing

« Previous

Continue »

role-specific tryouts

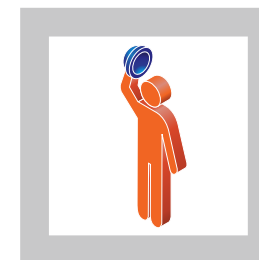
The role-specific tryouts are realistic, hands-on and functional.

Remember every candidate participates in the core tryouts, but this is where the tryouts begin to vary depending on the position you are filling:

- ▶ support expert & specialist:
 - » rack set
- ▶ service expert & specialist:
 - » rack set
 - » at your service
 - » demo
- ▶ support lead expert:
 - » team set
 - » referee
- ▶ talent resource lead expert:
 - » what did you see?
 - » referee
- ▶ service lead expert:
 - » what did you see?
 - » referee
- ▶ talent resource leader:
 - » front & center
- ▶ merchandise execution leader:
 - » team set



rack set



at your service



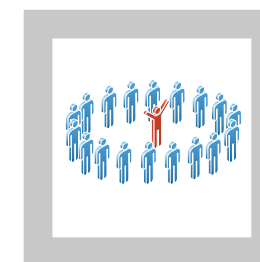
team set



what did you see?



referee



front & center

« Previous

Continue »

leadership tryouts

The leadership tryouts are realistic, hands-on and functional.

All candidates will participate in core tryouts, even if they are applying for a leadership role. Then, the talent resource leader complete front & center and the merchandise execution leader completes team set within the role tryouts. If they are successful, then the last step is for all leader candidates to participate in tryouts, testing their leadership skills and abilities.



now what?



talent touch base

« Previous

Continue »

peek-a-build

- ▶ overview
- ▶ set up
- ▶ step-by-step procedure
- ▶ participant evaluation
- ▶ observations



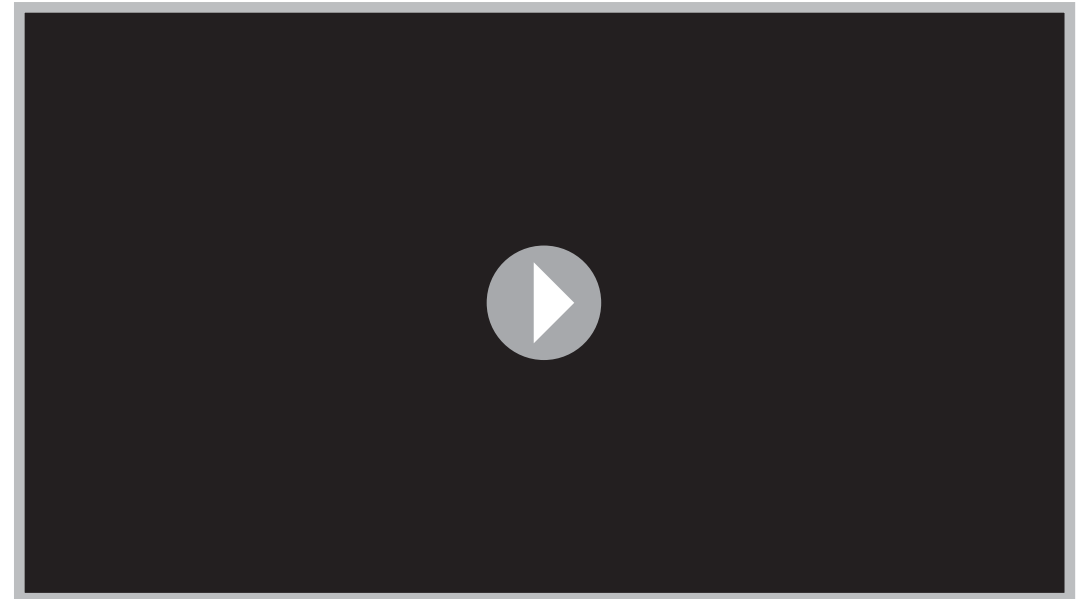
Continue »

peek-a-build overview

Peek-a-build is a group exercise requiring participants to work together to build a structure based on a photo held by the facilitator.

To start, one participant will view the photo for 10 seconds before returning to the team to provide instruction; however, the viewer cannot touch the building blocks. Every 60 seconds, a different participant will view the photo for 10 seconds and return to provide additional instruction to the team. The exercise continues until the team finishes the project or the time expires.

Watch the video for more details.

[« Previous](#)[Continue »](#)

peek-a-build setup

Group Size: 3-5 participants

Exercise Time: 15 minutes

Materials:

- 1 set of “Cool Colors” wooden Citiblocs (100 pieces)
- 1 iPad with Internet access
- Timer or stopwatch

Exercise Space: Table or other stable work surface, with room for (up to) 5 participants

Assessors: 2

[« Previous](#)[Continue »](#)

peek-a-build procedure

1. Using your iPad, access the [design photo](#) on the right and have it ready for the first participant to view.
2. Seat the participants around the table and place the building blocks in a pile in the center.
3. When ready, read these [instructions](#) aloud to the participants.
4. Pick one person to start the exercise by viewing the photo on the iPad. Let the viewer know he/she can rotate and zoom the photo, if needed.
5. After the viewer finishes viewing the photo, start the timer (or note the time), letting the team know they have 60 seconds to work on the design before the next person can view the picture.
6. After 60 seconds, let the team know that the next person can view the photo. Start the timer and let the team know when the minute is up.
7. Continue with this process, with the team taking turns viewing the photo.
8. When the group announces that they're finished, verify they've built the structure **EXACTLY** like the photo (same colors, block placement, not sloppy, etc.). If not, tell the group that the structure is not correct, and to continue building.
9. The exercise ends after 15 minutes.

[View Design Photo »](#)



[Step 3: Instructions »](#)

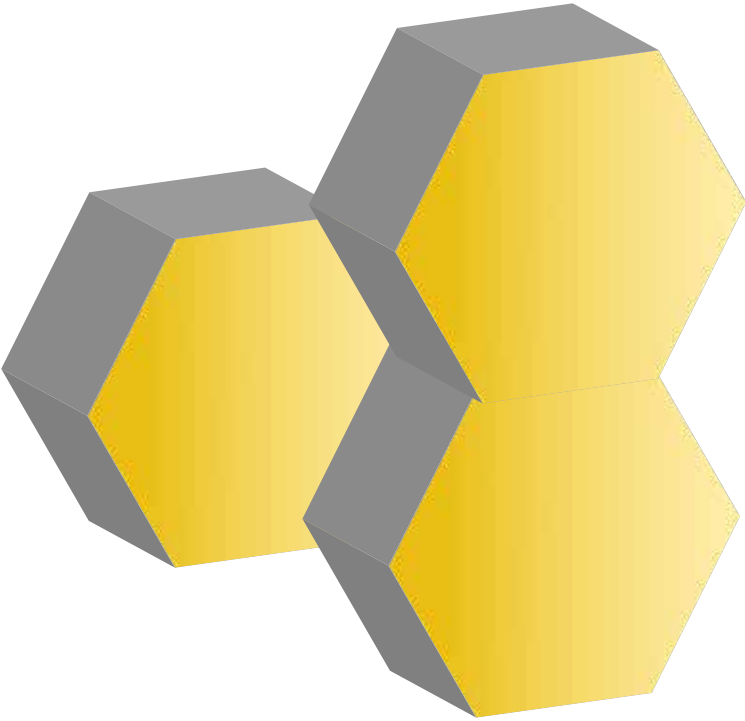


[« Previous](#)

[Continue »](#)

peek-a-build procedure

1. Using your participant
2. Seat the
3. When re
4. Pick one he/she
5. After the know th
6. After 60 and let
7. Continu
8. When th like the structur



10 Second Timer

00:00

Start Stop Reset

60 Second Timer

00:00

Start Stop Reset

X

9. The exercise ends after 15 minutes.

peek-a-build evaluation

The exercise is designed to allow participants to demonstrate the following capabilities:

- team communication,
- clarity,
- interpersonal relationships,
- social intelligence,
- energy,
- stress tolerance,
- detail orientation, and
- optimism.

Use these [evaluation guidelines](#) to classify the candidate.

Tip: it may be easier to print out the evaluation from your computer so you can quickly take handwritten notes while observing the candidates.

[View guidelines »](#)



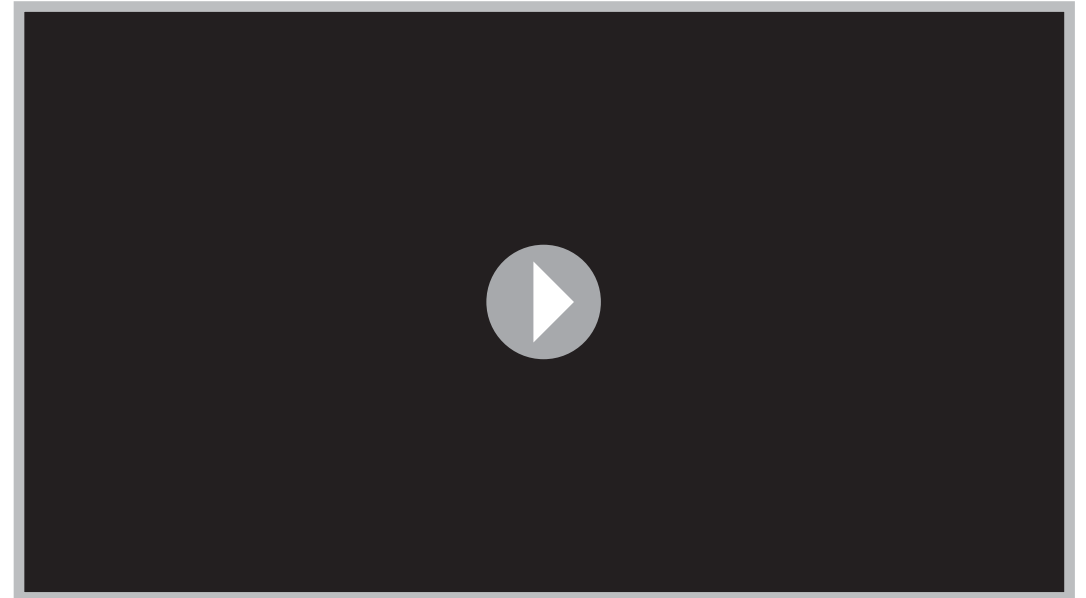
« Previous

Continue »

peek-a-build observations

Administering the activity should be relatively easy...and fun! The more challenging task is understanding how to observe the candidates and take notes of both positive and not-so-positive behaviors. Or a more difficult task is to differentiate between average and great behaviors. We are no longer hiring average performers, so what does great look like?

Watch the video for a breakdown of what you should be looking for in the peek-a-build activity.

[« Previous](#)[Table of Contents »](#)