

# NIEMANN NEWSLETTER



A Publication of  
Art Niemann & Company,  
Salt Lake City, Utah  
800-621-1153  
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## Two Terrific Workshops!

**People make the difference!**

**Visit Us in Orlando at Booth 2135**

*Announcing two terrific workshops that you will not want to miss.*

More than 60 years of combined experience will produce two informative and motivational workshops at this year's NADA Convention in Orlando.



*Art Niemann*

### Five People Principles... *that always produce desired results.*

Art Niemann (Sr.) will once again bring his many years of experience and expertise to the NADA workshop program. His presentations are always top-rated by participants and this year will prove to be his most insightful offering.



### Five People Principles

#### Workshop Schedule

Saturday - 11:00 a.m.

Sunday - 11:00 a.m.

Monday - 8:30 a.m.

Tuesday - 11:00 a.m.

#### Workshop highlights will include:

- \* Building Positive and Meaningful Relationships
- \* Creating a Positive Attitude in the Dealership
- \* Motivating Others
- \* Conducting Great Meetings
- \* Career Building
- \* Using our Awesome Power of Communication

## Hiring for Success *The Right Person in the Right Position — Managed the Right Way*

Art M. Niemann (Jr.) will teach managers the key factors in hiring the right person the first time. This "how to" workshop focuses on practical techniques managers can utilize in the recruitment, interviewing and hiring of top performers. Emphasis is on effective interviewing skills and understanding behavioral styles.



*Art M. Niemann*



### Hiring for Success

#### Workshop Schedule

Saturday - 11:00 a.m.

Monday - 10:30 a.m.

Tuesday - 11:00 a.m.

#### Workshop highlights will include:

- \* A Manager's Top Priority
- \* Four Key Factors Influencing Job Success
- \* Mastering the Interview Process
- \* Understanding Behavioral Styles
- \* Personalizing your Coaching Strategies
- \* The Profile of a Great Manager



# Announcing... NEW AVA BEHAVIORAL STYLE REPORT COMING IN 2006!

In our continuing efforts to deliver the most cutting edge assessment products available, we have again improved our AVA profile report. Look for this new report starting in February 2006. And as always, there will be no additional cost for this new assessment product.

## Improvements include:

- ✦ Revised and improved profile information.
- ✦ New graphics for better visual impact.
- ✦ New color-coded rating scales.
- ✦ Reduced text content in certain areas for easier readability.
- ✦ Same comprehensive information but with a quicker-read format.

## Interviewing for Insight

By Art M. Niemann

### Assessing Maturity and Self-discipline

The interview was mostly positive. John (Doe) seemed upbeat and enthusiastic, almost excitable about the opportunity. He had some fairly good experience, albeit he did move around a little. Reference checks were "hit or miss" as far as gaining any valuable insight. Other managers had mostly positive impressions as well. So the job was offered and accepted.

Before too long we realized things were just...*wrong* with John. Wrong in many subtle and a few not-so-subtle ways. He seemed emotional and impulsive in pressure situations. Almost volatile at times. He tended to make indiscreet and inappropriate comments. Jokes were often in bad taste. And most importantly, follow up with important tasks were being neglected. He always had excuses. *He just didn't seem to care about "doing the right thing".*

Unfortunately, this scenario is not uncommon. Managers often wonder what possesses an employee to show such behavior. The answer comes down to the characteristic referred to as Conscientiousness. Many believe this single trait can predict success or failure more accurately than any other characteristic.

Here are some thoughts on assessing the important trait of Conscientiousness, Self-discipline and Maturity during the interview process.

✦ How career-minded does the applicant seem? *Mature individuals tend to be more career-oriented and financially responsible.*

- ✦ Observe behavior during the interview. Is the person controlled, focused, professional, prepared, serious and organized?
- ✦ Do they ask pertinent and worthwhile questions about the opportunity?
- ✦ Assess emotional control. Do they speak negatively about past jobs and people? Blame others? Show strong emotional reactions to questions?

*Self-control is a key indicator of conscientiousness.*

✦ Pay careful attention to category #3 on the AVA Behavioral Style Report.



### Interview Questions:

- ✦ *What traits and values do you most admire in other people? Why are these important?*
- ✦ *Tell me about a recent incident in which you acted on impulse and should have thought the situation through more carefully.*
- ✦ *Have you ever had to pass up an opportunity because it meant going against your own principles? What were the circumstances?*



2319 Foothill Drive, Suite 150  
Salt Lake City, Utah 84109  
800-621-1153 (US & CAN)