



MALAYSIAN INSTITUTE OF MANAGEMENT
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SEKRETARIAT AAMO 2017-19 • MALAYSIA



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CONTINUING PROFESSIONAL DEVELOPMENT TALK

18 October 2019
3.00pm-5.00pm
MIM Learning Centre, PJ33

Does a Fitting Personality Outweigh Professional Qualities?

OVERVIEW

Should you hire for Personality or Skill?

There's a lot of factors to consider when making hiring decisions for your business. One of the most elusive is whether an employee fits the culture and mission of the company. So much of it comes down to personality. But is that more important than the practical skills an employee brings to the table?

Skills-based hiring refers to the practice of employers hiring based on the mastery of knowledge and technical competence. The intent of skills-based hiring is for the applicant to demonstrate, independent of an academic degree, that he or she has the skills required to be successful on the job. Good personalities on the other hand, bring about essential traits such as honesty, punctuality, a spirit of service, the ability to meet deadlines and many more. Finding the right fit for your organization is paramount because while skills can be taught, personality traits are inherent and don't really change.

KEY TAKEAWAYS

Come join us as we discuss the following personality traits which are paramount in ensuring workplace adaptability:

- Multitasker
- Strategist
- Decisive
- Cautious
- Team Player
- Ambitious
- Motivated
- Independent Thinker

ABOUT THE SPEAKER:



SHERYL BARRETTO

Sheryl has over 25 years of experience working in niche areas such as creating competency matrixes, role expectations and career paths, analyzing gaps and creating learning interventions.

Armed with an executive diploma in Human Resources Management & Services from the Michigan State University and a Master's in Sociology from Mumbai University, her expertise also encompasses managing the complete 'employee life cycle' which include Talent Acquisition, Talent Management, HR operations, compensation, career paths, professional development (leadership coaching), Performance Management System and employee engagement.

