

Trends in *Consultant Hiring*

The consulting industry is renowned for its rigorous selection process. Not only are the intellectual capabilities of each candidate scanned with close scrutiny, but so is their fit within the dynamic and high-pressure working environment. Who, then, are the candidates that make the cut? Let's analyse data from our applicant assessment software to find out.

In this edition of The Selection Quarterly, we dive into the trenches of the consulting industry. By leveraging data on applicant characteristics, we highlight the differences between the consultant applicants that get hired by the recruiting organisation and those that do not. Our analysis owes up to the objective assessment process behind our sample, which effectively

eliminates any recruiter bias in hiring decisions. This allows us to focus solely on the competencies of the candidates in analysing positive hiring decisions. By identifying these key distinctions, we offer valuable insights for both recruiters in the consulting field and job seekers aiming to navigate its competitive landscape. So, without further ado, let's dive into the analysis!



Fast and Forward: The Unique Learning Curve of Consultants

In the pool of all applicants, consultants stand out with their high levels of curiosity and ability to learn. Specifically, results from personality tests show that consultant applicants are on average 8% more curious and 12% more capable of learning than the average applicant. These findings reflect the consulting industry's demand for individuals who are not just intelligent but are also eager to explore new problems. The capability of consultants to quickly assimilate complex information and devise innovative solutions encapsulates the core of the profession. More interestingly, these characteristics of consultants are unmatched next to the average applicant.

Compared to the average applicant (all industries), consultant applicants are:

8%

more curious



12%

more capable of learning



When it comes to cultural values, consultant applicants show a pronounced preference for international exposure and stimulation, rated 22% and 19% higher, respectively, than the average applicant's preferences. This indicates a clear inclination towards global engagement and a dynamic working environment, underscoring the global and fast-paced nature of the consulting world.

Consultant applicants find these values relatively important in organisational culture:

Compared to the average applicant.

+22%

international exposure



+19%

stimulation



Hired Applicants: The Pressure Pot Factor

A comparison between the assessment results of hired and non-hired consultant candidates unearths interesting results. We find that a pivotal factor distinguishing hired consultants from those not hired is their superior accuracy and resilience to stress. On average, consultants who secure positions are found to be 14% more accurate in their tasks and 19% more resistant to stress than their non-hired counterparts.

Without a question, these competencies are critical in a field where precision in analysis and recommendations can make or break a client's strategy. Moreover, when the ability of employees to thrive under pressure is paramount to managing both the demands of clients and tight timelines, it only makes sense that employers select the candidates with a cool head.

Hired consultants are found to be, on average, 14% more accurate and 19% more resilient to stress compared to non-hired consultant applicants.

Organisational cultures that appeal to hired recruiters in the data:



Cultural Alignment is the Cherry On Top

Our data indicate that a positive hiring decision is also highly dependent on the alignment of the candidate's cultural preferences and the organisational culture in the recruiting organisation. Specifically, we find that hired consultants value internal competition and result-orientedness more than non-hired applicants, with an average difference of 13% and 8% respectively. These elements of organisational culture are typical for consultancies, indicating that while a match in cultural values can be a cherry on top in the recruitment process, their misalignment could ruin the whole cake.

Summary

For aspiring consultants and recruiting firms alike, our analysis of hired consultant applicants offers a better understanding of the dynamics behind a successful match. First, hired consultants in our data are characterised by their precision and ability to thrive under pressure, alongside their preference for competitive and result-oriented work environments. Additionally, when compared to the average applicant across industries, consultants are found to demonstrate a unique blend of curiosity and learning capability. In the high-stakes world of consulting, it appears that accuracy, resilience, and a drive for results are the consultants' keys to unlocking success.