

USE OF MARKET DATA IN THE RECRUITMENT OF HIGH POTENTIALS%0A

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However, the interviewees did not use an explicit high potential recruitment profile, though they implicitly search for varying combinations of high-potential characteristics such as: intelligence and agility, engagement, the ability to perform in various environments, and the ability to manage one's energy levels.

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In his study, Jan Posthumus uses the grounded theory method to explore the implementation of marketing instruments such as segmentation and targeting in the recruitment of high potentials in the pharmaceutical industry.

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definition of high potentials nor do they use an explicit recruitment profile, though they implicitly search for the high-potential characteristics of intelligence and agility, engagement, the ability to perform in various environments, and the ability to manage one's energy levels.

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