

Key Ingredients For Hiring

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We were recently working with a client and were discussing the fact that he was preparing to do some hiring. He had only hired a few people on his own in the past and frankly, wasn't all that happy with the people that he had hired. Our client has a technical background and was good at spotting technical talent but he found that just because people had the talent to do the job, didn't always mean that they could or would work for him successfully.

The truth is that there is much more to hiring and building a successful team than just hiring people who have the talent and skills to do the job. You don't have to think hard to identify some talented under-achievers in just about any field. Likewise, you can probably think of many examples of over-achievers who seemingly lacked the natural talent, yet somehow always managed to rise to the top.

When you are hiring for specific skills, you need to make sure that your candidates have the right talent and skills to succeed. If you're hiring an accountant, you want to make sure your candidates have the accounting degree or equivalent experience to do the job. The same would be true of a salesperson, programmer, or customer service representative. Step one in the hiring process is always, "Does this person have the skills and talents to do what I need them to do?"

But what happens after that? What else do you look for when you are making the critical hiring decisions?

The list of attributes can be long, but let's focus on four things;

Integrity – adherence to a moral or ethical code

Energy – will take action and make things happen

Coachability – can be further trained or developed

Team Oriented – willingness to put the teams' goals ahead of their own goals

If you hire somebody without integrity, you really want them to be dumb and lazy. Warren Buffett

If we could choose just one attribute to be used for hiring, it would be integrity. When an employee has integrity, you know that this is an employee you can trust.

Trust to tell you when they can't accomplish something.

Trust to tell you when they don't think you are right.

Trust to do the right thing for your customers.

When you can trust your employees and your employees can trust you, you have then truly built the foundation for a great team

An engaged and energized workforce leads to higher productivity, reduced costs, improved customer service, and increased profitability. Employee engagement happens when your Corporate Culture, Leadership Style, and Employee Expectations are in synch.

The Fusion Program from ECI Learning Systems is designed to align these 3 concepts in your organization – engaging your employees and creating positive energy that will propel your company to new heights.

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