

HIRING THE BEST

Hiring The Right People
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Testimonies

Hiring the Best

If staffing is one of your leadership responsibilities, you undoubtedly know that hiring “the right people” can be tough and tedious work. But it’s also important work – arguably the most important function you will ever perform. With few exceptions, the more effort you put into the hiring process, the less you need to devote to managing the performance of the people you bring on. As the old saying goes: *You can pay in the beginning, or you can pay in the end ... with interest.* So, what can you do to help ensure you hire the best people for each available job? Here are a few suggestions that should help:

Draw a line in the dirt! Refuse to hire individuals who haven’t behaviorally demonstrated a commitment to values such as integrity, responsibility, respect, etc. Don’t fall into the “belief trap” – believing (or hoping) that you can train for these characteristics at a later date. It rarely happens.

Hire people for *who* they are. One of the biggest mistakes most employers make is to value previous work experience above all else. In today’s rapidly changing world, however, experience often represents “how it used to be done.” When evaluating candidates, look for traits like hard-working, good team player, dependable, honest, etc. – rather than just an inventory of skills they acquired in previous employment.

Hire for *tomorrow’s* job. Don’t just hire for a position, hire for the future. Jobs, technologies, and markets are changing faster than ever. Look for people who are intelligent, quick learners, and adaptable to change.

Bring on people who are *different* from you. You don’t need anyone else to think what you think and do what you do. You’re already there! Look for fresh and different people who will bring fresh and different ideas. Hire for diversity.

Two businesses in different states required employees to take a written test. Both companies required construction skills. What was interesting both asked similar questions:

1. In a sentence write where you live.
 2. Each applicant was given a ruler and asked to measure a line and record the result.
 3. Draw a rectangle 2”x4”
 4. How many degrees are in a circle.
 5. Applicants were asked to write down how they would determine the longest 45 degree diagonal. They would be given a chalk string and a 4’x8’ sheet of plywood.
- Results: 20% of those taking the test scored 100%. 80% of those applicants were over the age of 40.

Example 2: My dad was the number one real estate appraiser in the state of Oklahoma. He gave a test for those applying for clerical employment. They were given a sheet of paper and a typewriter and asked to type a letter on why he should hire them. Only 1 out of 10 could do an acceptable job and only 4% of the 10% communicated how they could help the company. Most wrote what they needed.

Example 3: Many companies are reducing employee training cost by hiring individuals with high technical and industry experience on contract. Contracts are generally 6 months to one year. If the person doesn't meet expectations the contract is not renewed. This eliminates the company benefit package for contract employees versus company employees.