

Don't Hire Someone You Wouldn't Eat Lunch With

If you can't eat a meal with someone, how are you going to work well under stress?

Determine the Job, Then Find the Person

Don't redefine the position to fit a particular candidate's skills. Determine the role to be filled and focus on filling that role.

Hire in Haste, Regret in Leisure

The cost of lost productivity by making a bad hire often outweighs the cost of taking your time to fill the position.

Hire for Talent, Train for Skills

Many skills can be taught. Focus on whether the candidate has the talent to grow within the organization.

If You Know the Last Chapter, Get There

If you know someone is not a good hire, address the issue immediately. The longer you delay, the farther away you are from starting over.

