

5 GUIDING PRINCIPLES

RECRUITING A STAR QUALITY TEAM



1.) 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?

Check yourself...

- ✓ Does the conversation feel natural?
- ✓ Does it feel that your values are aligned?

Determine the Job, then find the Person

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



Check yourself...

- ✓ Do you have a clear job description?
- ✓ Do you know what personality traits are missing from your team?
- ✓ Have you documented exactly what you're looking for to hold yourself accountable? (If you feel too strongly about the previous principle—eating lunch with the candidate—you may rationalize changes to the role).

Hire with Haste, Regret in Leisure

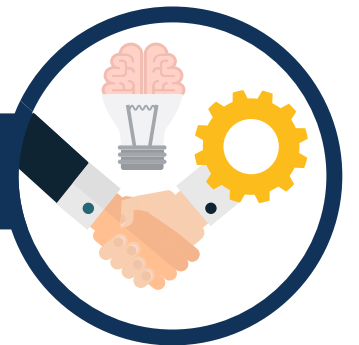


The cost of lost productivity by making a bad hire outweighs the cost of taking your time to fill the position.

Guiding principle in action...

- ✔ Set-up temporary assistance to support the job functions while the position. This way there is less pressure to immediately find someone.
- ✔ Conduct multiple interviews with various team members, getting to know the candidate thoroughly.
- ✔ Allow yourself and the candidate time to think it through before making a final decision.

Hire for Talent, Train for Skills



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

Check yourself...

- ✔ Does the candidate have a demonstrated history of rising to the occasion?
- ✔ Has the interview provided insight into these occasions? Consider the following interview topics:
 - "Tell me about a time you overcame a significant challenge."
 - "Tell me about the last time you were promoted. How did you achieve it?"
 - "Tell me about a time when you grew into a role when you didn't have the necessary skills from the onset."

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.

Check yourself using the previous principals...

- ✓ If you don't see yourself having lunch with the person, end it.
- ✓ If you like him or her but they don't fit what you need for the position, end it.
- ✓ If he or she has the skills, but lacks the talent that the organization needs, end it.



We post free guides, tools and whitepapers ALL the time on our social media! Join our private communities to keep up and connect with other financial leaders!

