

Don't Be Fooled Again

SEVEN SUREFIRE STEPS TO HIRING HIGH PERFORMING EMPLOYEES

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Ensure "Job Fit" with these Keys to Efficient and Predictable Recruiting

Why SEVEN SUREFIRE STEPS are a great hiring process

The 'right'- or 'best' - employee means different things to different hiring managers. Most agree that the right employee must be honest, reliable, and motivated; however, consensus on the most important criteria for job success is less obvious after listing those qualities. Some managers rank highly a candidate's long-term commitment to the company due to expensive and extensive training costs. Others value a candidate with the flexibility to adapt to new roles and working conditions, or candidates that exhibit good interpersonal skills. As the wish list of qualities of the dream-team employee grows longer, managers begin to create a laundry list of skill sets that would likely require nothing less than a miracle to find in one individual.

The secret, from my research, to finding the high Performing employee is to narrow down the criteria to three essential qualities. Every position requires that the employee fit all three of these characteristics to be successful, although the order of importance might vary from business to business, manager to manager, or location to location. These three qualities are:



Does the candidate have the technical and soft skills to do the job?



Will the candidate work well with the rest of the team?



Will the candidate be motivated by the culture, responsibilities, and incentives offered by the company?

A candidate is deemed a good fit for the organization if he/she (i) has the necessary job skills (or can learn them, if applicable) for the position, (ii) complements and supports co-workers, and (iii) is motivated by the company's culture. Most managers tend to focus on only one or the other, but a good job fit requires all three.

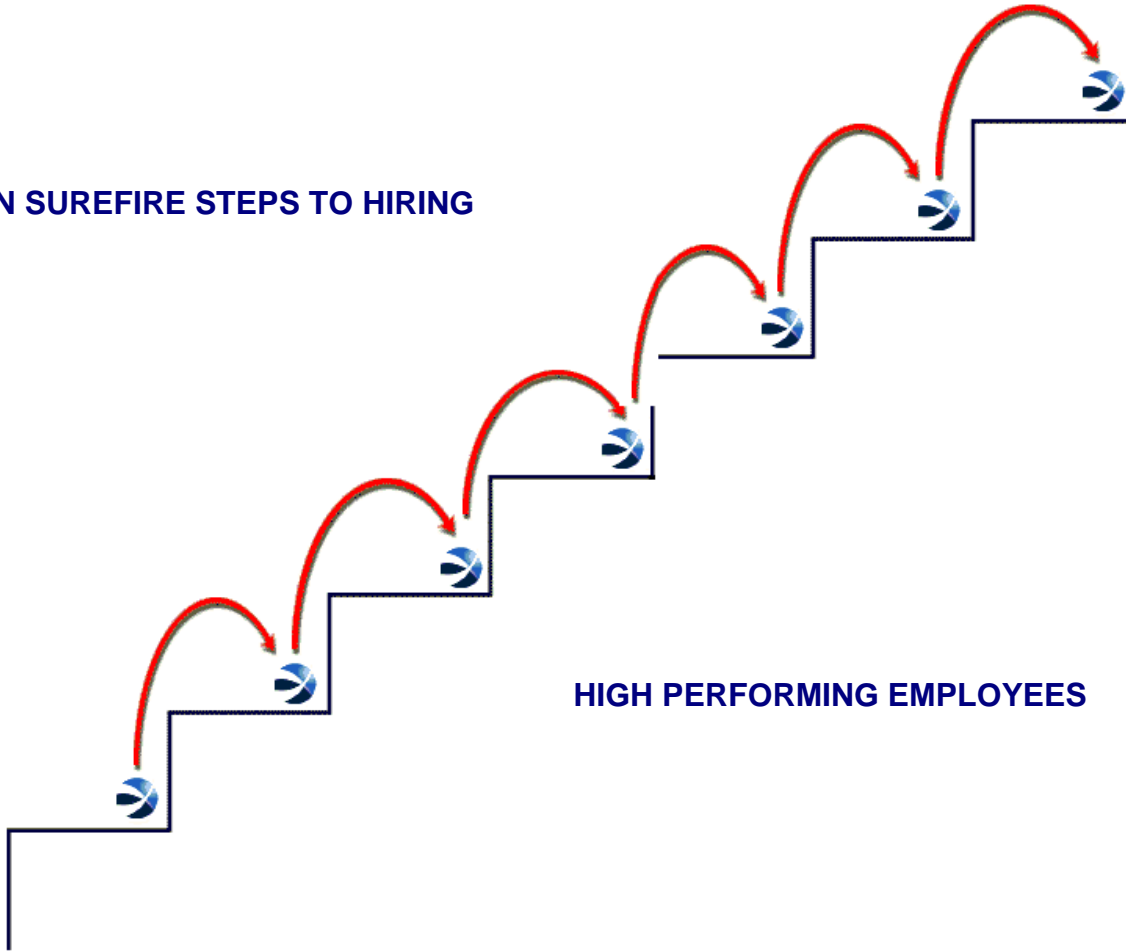
For instance, have you ever managed an employee who had a great personality but only marginal job skills? The employee was probably well liked by all. He was loyal and hard working, yet there were still problems with his performance – he could not see the big picture and had an inability to learn new skills. The employee just couldn't seem to keep pace, but co-workers would defend and protect him, even if it meant that they work off the clock to complete his projects. In that scenario, the employee's fit with your team and culture may be stronger drivers for long-term retention than job skills because terminating the employee for non-performance and low productivity would likely create an employee revolt.

Or, consider the sales superstar who brings in 50 percent of your revenues, or the manager who consistently improves productivity year after year. These employees may be the round peg in the round hole when it comes to sales or operations, but they are clearly the very square peg on a team of round holes when it comes to charisma and building relationships. These employees are insidiously toxic to the culture. No co-worker would lift a finger or go one step out of their way to help these employees. If these jerks aren't run off first, they will run off the rest of your team. If minimizing turnover and encouraging long-term commitments from your team is a critical strategy, then hiring candidates for their job skills without considering their fit within your team and culture is a disaster waiting to happen.

As you will soon learn, SEVEN SUREFIRE STEPS will help you ensure that all candidates fit the job, team, and culture. You will make better hiring decisions, and more importantly, avoid hiring mistakes.

If you ready to make better hiring decisions, then let's jump right in to our amazing system called...

SEVEN SUREFIRE STEPS TO HIRING



HIGH PERFORMING EMPLOYEES