

New Year? New Team Members? My thoughts...

People we are looking to hire are, by definition, “employees”...the positions for which these potential hires are applying for may have a variety of requirements involving a review of their experiences, knowledge, training and education, etc. But we need to keep in mind that these potential new members of your team will spend a vast majority of their daily lives in close contact with you and the other members of your company.

For myself, first and foremost, is the person’s attitude. What are they like personally? Do they feel comfortable interrelating with others? Are they looking forward to a challenge? Do they have professional and life goals that are complementary to our company’s values? Are they looking to make a commitment or do they just want a “job”?

We can teach knowledge...time will generate experience...but if they do not have a good fundamental approach to life and work challenges, knowledge and experience alone will not be a strong enough base on which to build a career in our company.

With this as a basis, other things I look for are:

1. Do they have a track record of success in the skills that the job requires?
2. Will this person stick around for a solid block of time? Will this person be happy with the job? Unhappy people tend to be less productive and a drain on the morale of other employees.
3. Every job has downsides. Will this person have at least a reasonable “immunity” level to whatever the more difficult elements of the job will be?
4. Do they seem like they’d easily “fit in”? Can they adapt to “how we do things here”?
5. Look for evidence of their work ethic. It’s not enough to just show up at work every day and do the minimum required. Look for candidates who care about getting things done. I would rather hire someone who will be excited to come to work and make the effort to train them, than someone who sees it as “just a job”.

To me , your personal and family life takes the front seat of the bus of life...and like your personal life, not everything goes right all the time. But owing to the large amount of time and effort spent at your job, it is extremely important that an employee is happy, excited, satisfied and challenged not only for their benefit, but for the success of the company as a whole. They are a member of the team who can lean on and also support the other members...the right fit for you is out there...GOOD LUCK!

PMWOW

“The thought that you aren’t where you ought to be should be motivation enough.”