

# 12 COMPONENTS OF A GOOD HIRE

## 1 Prayer

Ask God to send who He wants to work with you—and ask Him to keep the crazies away.

## 2 Get Referrals

Post openings on your website and get referrals from your top team members. Don't waste money on advertising.

## 3 30-Minute Drive-By Interview

The first step in our interview process is the quick get-to-know-you conversation. It quickly weeds out a lot of candidates.

## 4 Résumé and References

We basically use references and résumés only for a perfunctory check and as a conversation starter.

## 5 Testing Tools—the DISC Profile

DISC gives us a quick look at the personality of the person and whether they will fit with a team.

## 6 Do you like them?

Basic but true: Don't hire people you wouldn't want to hang out with.

## 7 Do they light up?

When you talk about a position, does the person get fired up? If there's no passion, don't offer a job.

## 8 Personal Budget and Mission Statement

Final candidates must send us their personal budget. We want to make sure they can live on what we would be paying them. Once hired, they must write a personal mission statement to remind them the new position they accepted is part of living their dream.

## 9 Compensation Calculation, Benefits and Policy Review

Let the candidate know all you offer before you hire them. But if they're preoccupied with salary and benefits, it's not the job for them.

## 10 Key Results Area (KRA)

Before a job is posted, write a detailed job description (KRA) showing what winning looks like. It's their guide for being successful at your company.

## 11 Spousal Interview

As part of the interview process, you and your spouse should go to dinner with the candidate and their spouse. You'll learn more than you ever imagined.

## 12 90-Day Probation

Both your company and the new hire are in a trial period for three months. There's little obligation on either side's part.