

9 Steps to Hire Awesome Employees

✓ **BIG IDEAS:**

Hire to Character, Job Skills, and High Energy

1

ADVERTISE

1. Place ad on Craigslist
2. Place ad on social media
3. Place ad internally to your company

2

VIRTUAL BENCH

1. Do at least 1 interview a week and create a virtual bench

3

RESUME

1. Do they live within 15 miles
2. Is it very neat & professional
3. Do they appear to have job skills

4

PHONE SCREENING

1. Develop rapport
2. Ask them to complete pre hire package
3. Verbally ask them about credit report and background check
4. Email company information and job description

5

REVIEW & SET THREE IN-PERSON INTERVIEWS

1. In person character & job skill questions
2. Written questions to fill out
3. Sell them on you & the company
4. Have them take strength finder or "Drive Test" if they are applying for sales

6

SECOND IN-PERSON INTERVIEW WITH TEAM

1. If we offer this job is it really something that fits your strengths and something you are very excited about?
2. Review strength finder or "Drive Test" results

7

WRITTEN JOB OFFER

1. Email written job offer
2. Speak to them the next day and gain 100% commitment to a long-term journey

8

TRAINING

1. 30 minutes per day with different team members for 20 workdays
2. 1st week- 4 hours per day training with someone

9

KEEPING THEM

1. 6-month reviews in person
2. Extremely fun & positive work environment
3. Fun outing 1x month
4. Lots of short term & long-term recognition
5. Potluck 1x month and have fruit and snacks around
6. Extremely respectful & transparent communication every day of your life

Strong Characteristics of "A" Players

- They walk fast- very motivated
 - Great home life
- Quick learners - very intelligent

Company Culture

- Do the right thing
- Show people you care
- Be the best you can

Other Questions You Must Ask

- How much money do you need to make to pay all your bills and save money?
- What are your income goals in 2-5 years?

How to Get them to Love you

- When you work for a company - What is most important to you? (Why, why, why and then solve it).
- What is the #1 thing a company can't do or have if they want to keep you happy? (Why, why, why and then solve it).

Top 3 Character Questions to Ask

- Tell me about your home life?
- Tell me about your life growing up?
- What is one thing, good or bad, I should know about your personality?