



Hiring for Fit

Getting it right consistently

Team CDSI





Are you feeling overwhelmed? Not enough hours in the day to get all the work done? Is your "To Do" list keeping you up at night? What is your next step?

As your business grows, you will become aware that you need to hire people to help with the work that has come with the growth.

The challenge is what and who do you hire first.

The "what" is the role. The "who" is the fit.

Often owners believe that these are one and the same.

Before you start to hire, let's understand what your corporate culture is.

Your corporate culture will affect your hiring strategy and all facets of your business.

A **positive** company **culture** has values that every employee possesses and wholeheartedly supports. It is the character and personality of your organization. It's what makes your business unique and is the sum of its values, traditions, beliefs, interactions, behaviors and attitudes, A positive culture attracts positive talent, drives engagement, affects performance and impacts employee satisfaction.

One of the biggest mistakes organizations make is letting their workplace culture form naturally without first defining what they want it to be.

Defining your Workplace Culture

Here are some tips to creating that attractive, positive culture:

- ◆ Create policies and workplace programs based on what you want the organization's work environment to look and feel like, not what other employers are doing.
- ◆ Hire employees who fit the culture not just the role.
- ◆ Be intolerant of management styles that threaten employee engagement and retention.
- ◆ Create and communicate a clear and inspiring mission, vision, and set of values.
- ◆ The work environment is positive, inclusive and safe.
- ◆ Constantly checking your everyday actions (or inactions) as leaders to ensure the positive effect in the formation of your culture.





As you grow you will soon come to recognize that your biggest asset and liability is the team you hire.

First, let's start with **Strategy**

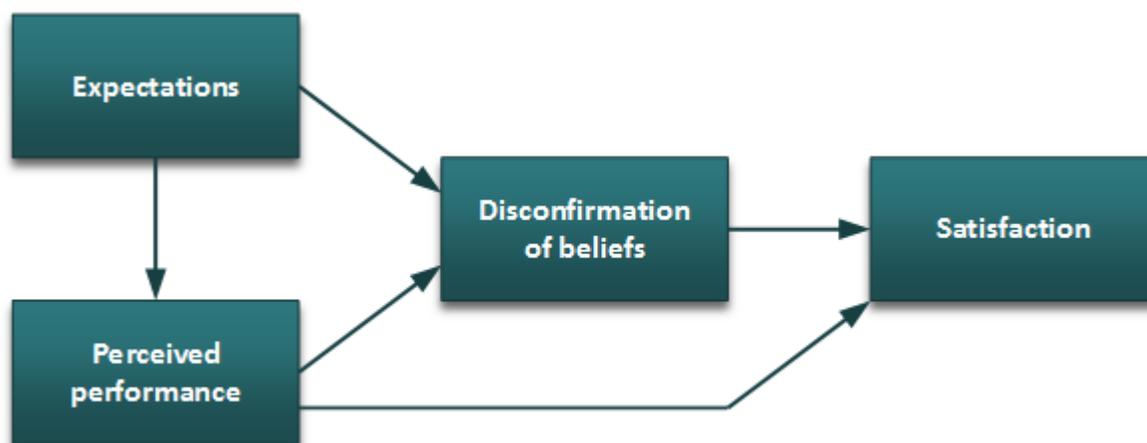
The top 3 questions that need to be answered when starting to hire:

1. What is your budget for staffing?
2. What position should you hire for first?
3. What are all the responsibilities and skillsets included in the role?

Along with establishing the responsibilities of the role, take an even deeper dive and determine the expectations of the role.

What are your **expectations** of this person?

1. Do they need to work independently?
2. Do they require your permission to perform certain duties?
3. Do you require them to work with little to no supervision?
4. Are they empowered to make decisions regarding the accomplishment of their assignments?
5. Do you set the perimeters to work within or can they be creative and innovative with their work?



Computers Have Manuals—Why Not People?

Before you hire your next recruit, take the time to understand yourself. We, more times than not, hire ourselves. Do you need another you or do you need the perfect fit? Sometimes it is more important to have that person that may not always agree with you to help you stretch and grow. However, it is vital to hire that person with the same vision and values.

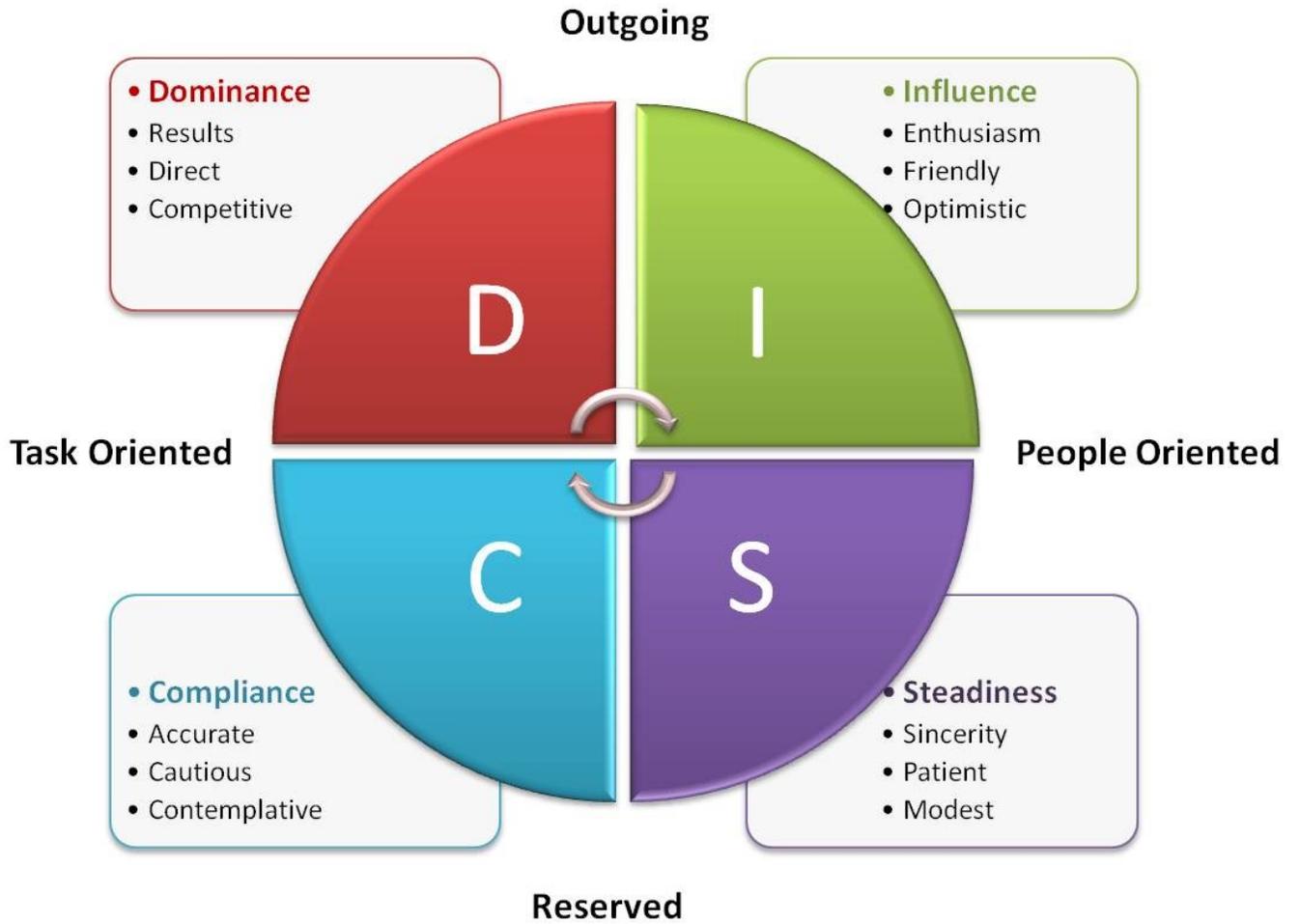
Knowing and Understanding Yourself and Your Team

You and your team

- ◆ Know your style and know your motivational drivers.
- ◆ Understand and be aware of others' style and motivational drivers.
- ◆ Create a common communication style.
- ◆ Create the role to fit the team and you.
- ◆ FLEX! (not everyone is the same)

The key to successful talent management and personal growth is knowledge of each person's unique behaviors. With this knowledge, people can be effectively coached by maximizing strengths to achieve the company's goals. Apply the results of the DISC Assessment report to create improved morale, increased productivity, personal development





What style do you believe fits you best?

Relationship Motivators



Achievement Motivators



Growth Motivators



Pick the top Motivator that you believe best describes what gets you up in the morning and describe why.

1.

Pick the single Motivator that you believe describes the one thing that irritates you the most.

1.



What does your style tell you about how you build your company, perform your role within it and how you interact with others on your team and throughout the organization?

How will you apply your knowledge of motivational drivers to improve your team's engagement?

How will you improve your interactions and communication with your team, peers, and clients?

Employee Engagement

Once you have determined the right hire for you, now let's briefly discuss employee engagement. Your new hire will be engaged on day one and we want to keep that enthusiasm and commitment alive and thriving as long as they are with you. There is a direct correlation between employee engagement and customer satisfaction since engaged employees are more satisfied with their role and are more likely to have a better understanding of how to meet customer needs.

Engaged employees are psychological owners, drive performance and innovation, employ entrepreneurial thinking, and move the business forward. Engaged employees become brand ambassadors for your company.

5 Ways to Increase Ownership

- ◆ Create a culture where employees "decide" on "what has to be done" and give them the opportunity to do it.
- ◆ Stop "micromanaging" and evaluate the employee's performance using business outcomes.
- ◆ Empower employees to have independence in executing their role.
- ◆ Recognize and appreciate a "job well done" by the employees showing ownership.
- ◆ Increase communication around the vision of the team and company in a transparent, supportive, open way. Let the employees feel they are in this "with" you.





Build a Successful Team

- ◆ Don't assume the worst
- ◆ Start and stay on the same page
- ◆ Accept people for who they are and they will reciprocate
- ◆ Criticize with care and purpose
- ◆ Deal with problems head on and early
- ◆ Be accountable
- ◆ Be present and focused
- ◆ Be respectful
- ◆ Learn to ask questions rather than make statements



As we move forward to success in the future, ensuring the right person is in the right seat at the right time is imperative.

Attracting, enhancing and retaining the best possible talent pool for your organization is your key to success.

Remember, your people are your greatest asset and liability. Let's make sure you have chosen wisely.

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