



EntreLeadership®

12 COMPONENTS TO A GOOD HIRE

Business is easy—until people get involved. So use these proven steps to keep crazy out and put the right people in the right seats on the bus. And for even more teaching, read the full article, [How to Hire Employees: The 12 Components to a Good Hire](#).

1. Pray.

Ask God to send the team members you need to do the work He's given you to do and keep the crazy out.

2. Get referrals.

Thoroughbreds run with thoroughbreds, so ask your team members to refer people from their circles they'd want to work with.

3. Do a 30-minute drive-by interview.

Never hire someone after just one interview. Start with a 30-minute "get to know you" conversation where they do most of the talking while you ask questions and listen.

4. Check the resumés and references.

Use the candidate's resumé as a conversation starter, but don't lean on it (or their references) too much.

5. Use testing tools.

Evaluate skills and team fit with role-specific testing tools and the DISC personality assessment.

6. Ask yourself, do you like them?

Hire people you like. It's that simple. You run a small business and probably spend a lot of time with your team, so relationships matter.

7. Look for passion.

Do they light up when they talk about the position and your company's mission? Lack of passion is the easiest way to spot someone just looking for a J-O-B.

8. Review their personal budget.

Can the candidate afford to live on the salary you provide? If not, sooner or later, they'll blame you for "not paying enough."

9. Discuss compensation.

It makes sense for people to want to know what the compensation package is, so share it with them a few steps into the hiring process.

10. Create a Key Results Area (KRA).

Be clear about the role you're hiring for—otherwise, the person you bring on could leave when they find out what their job really is.

11. Go on a spousal dinner.

As the candidate's spouse hears about your culture and the role, they're usually eager to share whether they think the position is a good fit for the candidate.

12. Implement a 90-day probation.

Once a person is hired, put them on probation so everyone can make sure the fit is right.



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Now that you know the 12 components to a good hire, it's time to put them into practice. Sound scary, overwhelming, or maybe a little exhausting? It doesn't have to. Just take it one step at a time and check out the *Hiring* course inside EntreLeadership Elite for even more practical tips.

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