

Hiring Process

By Dr. Nels Lindberg

FIRST - Get prepared for the interview.

The easiest way to not fire is to not hire. Be selective in who you are hiring!

- Do multiple interviews with each candidate.
- Conduct spousal interviews.
- Never look past the references. Contact all of their references.

Characteristics to hire:

- Humble
- Hungry
- Smart
- Integrity
- Chemistry
- Competency

Be looking for:

- Emotionally Wholesome
- Mentally Wholesome
- No Egos
- No Needy People

SECOND - Conduct a stellar interview.

Really get to know the candidate, and identify if they will be a good fit for your culture.

1. What's your story? What have you been doing in life? Where have you been?
2. Where don't you want to be and why?
3. Tell me about the worst bosses you've ever had.
4. What is a common misconception about you and why?
5. What are 3 words your friends would use to describe you?
 - a. What 1 word would you use to describe yourself?
6. What skills/behaviors are essential for success in your position?

7. What's a time in your life when you were totally broken and how did you get through it?
8. Use the Humble, Hungry, Smart technique. What are your biggest strengths and weaknesses?
 - a. What would other people say about you?
9. What excites you? What sets your soul on fire? What are you personally working on in your life?
10. What are your personal financial goals?
11. What are the three biggest mistakes you've made in life?
12. What is the bravest thing you could do today?
13. Ask them questions more than once.

What's important to you?

What's the best you want for yourself and others?

What drives you? What motivates you?

What makes you super excited?

Where do you see yourself in 5, 10 years?

What sets your soul on fire?