

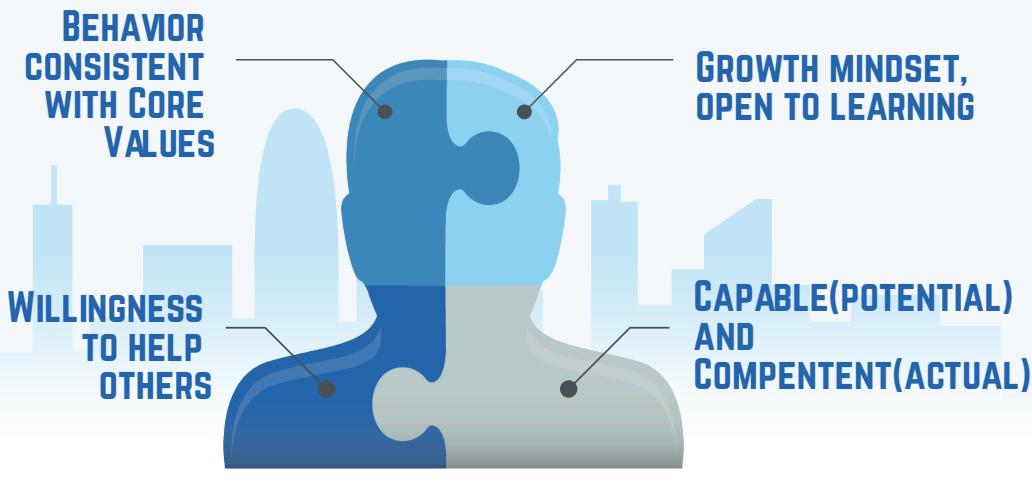
# Make Your NEXT Hire the

# BEST HIRE



Alfred Roush practices labor and employment law and advises HR professionals and business owners on best practices for technology, procedures, and people.

## Anatomy of your BEST HIRE



### 1

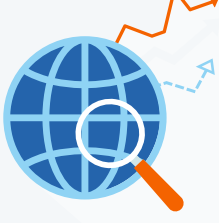
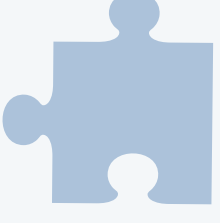
#### BEHAVIOR CONSISTENT WITH CORE VALUES



- ✓ How do they handle conflict?  
Internally  
Externally
- ✓ Adopts and integrates into teams  
Demonstrates positive behavior  
Reliable leader to circle of influence

### 2

#### GROWTH MINDSET OPEN TO LEARNING



- ✓ What is his greatest success?  
How does she define failure? How does she prepare and practice?
- ✓ What does she consider herself an expert in?  
What does he consider himself average at?
- ✓ How long do they give others to learn something new?  
Work in progress or a final editor?

### 3

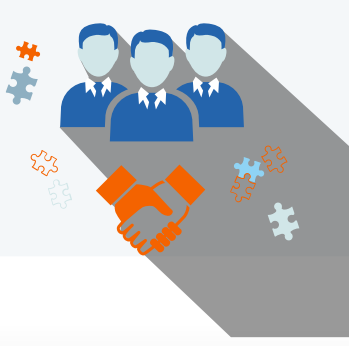
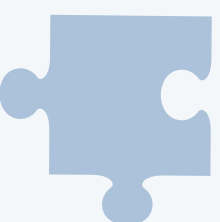
#### CAPABLE AND COMPETENT



- ✓ Areas she excels in on consistent basis.
- ✓ When you get stuck, what happens next?  
Look inward or ask for help?
- ✓ Milestones, certifications, licenses, trainings, volunteer.
- ✓ How do you measure your performance?  
How do you edit/review your work?

### 4

#### WILLINGNESS TO HELP OTHERS



- ✓ Mentor, volunteer, contributes to knowledgebase.  
This is the way we've always done it...Response?
- ✓ Leaders see their jobs as an integral part of others success.  
Listens, Patient, Understanding, Develops culture



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