

HIRING TIPS

As the kids head back to school and the weather begins to cool in the North, we are reminded that season is right around the corner and it's time to assemble a competent and engaging staff!

As you begin the hiring process, keep in mind it is often more important to hire employees with good "character traits" than those that possess the "skills" you think you need. Remember, skills can be taught, but character and personality cannot.

Here are five great questions related to "character" for consideration when interviewing your next employee:

1. What two traits did you learn from your parents that you want to ensure you and your kids have for the rest of your life?
2. Tell me about three people whose lives you have positively impacted. What would they say if I called them tomorrow?
3. Why does your journey matter to you personally?
4. Do you have a friend or family member you have ever let down? How did that affect you?
5. What is your biggest regret?

Additionally, as you seek to find employees with outstanding character traits, it is just as important that you practice being a great employer.

Here are five qualities of a good employer:

1. **Professional Courtesy** - If you post a job, please be considerate of the applicants; acknowledge their applications and communicate whether they get the job or not!
2. Provide a job description and set expectations – view employees as "partners".
3. Communicate and provide continual feedback.
4. Promote a positive work environment and recognize the need for work/life balance.
5. Recognize and reward employee accomplishments.

Have a great season and let me know if I can be of assistance!

Kind regards,
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