

# GREAT COMPANIES ARE MADE FROM GREAT EMPLOYEES

Great employees help ensure the success of your business, yet they are hard to come by. The following are a few ways in which an employer can improve the chances of hiring the right employees:

- **UNDERSTAND EXACTLY WHAT YOU NEED**

Begin by making a list of the tasks the position entails, and the education and work background a candidate would be required to have to effectively complete those tasks. Compile a list of the character traits someone would need to possess to be a good fit for your company.

- **ENSURE YOUR POSTINGS ARE FRESH AND ACCURATE**

Job postings which hang around longer than three months are regarded negatively by potential employees, and an insufficient or inaccurate job description can turn prospective candidates away from a position even if they were the ideal person for the job.

- **FILTER CANDIDATES BASED ON OBJECTIVE INFORMATION**

Use screening tools to filter candidates that match your exact needs. Use assessment tools to gauge candidate's general personality, intelligence, social attributes, and specific skills related to the position being offered.

- **CONDUCT GREAT INTERVIEWS**

Entrepreneurs, although often skilled at talking, can make awful interviewers. It's important that founders, if incapable of conducting a great interview themselves, find someone who can ask the right questions and dig deep to find solid talent.

- **ALWAYS CHECK REFERENCES**

Failure to check references is "like playing with fire." If references are hesitant to talk much about the prospective employee, consider this a red flag. But don't make your decision from one reference. Call all of them and save yourself the headache of dealing with a bad employee.

- **GIVE YOUR EMPLOYEE A GREAT FIRST DAY ON THE JOB**

This crucial step will help them feel confident that they made the right decision to work for your company. Make them feel comfortable by having their workspace prepared before they arrive, feeding them lunch, and introducing them to all their colleagues. Their excitement to be at your company will keep them motivated and happy with your decision to hire them.

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## ***A Note on Recruiting Companies:***

Traditional recruiting companies are primarily data gatherers and distributors. Their interests are divided between two sets of clients; employers and job-seekers. Job seekers fill out a minimal profile, and employers submit their own written job descriptions.

Computers look for keyword matches between the two, and invite job seekers accordingly. Employers are then deluged—either with email applications from so-called candidates, or emails from the agencies themselves. Their “service” is not guaranteed, carries a hefty price tag, requires a significant investment of time, and all too often results in costly “bad hires” before finding the right employee.

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*While other recruiting companies run all-automated systems to save time, Painless Hire takes the time to control for accuracy, typically spending 30+ hours to screen, test, and schedule interviews. Painless Hire emphasizes the importance of long-term recruitment, while the majority of staffing agencies focus on temporary placement.*