



The Limitless Women Podcast Who to Hire?

Hiring an additional team member can leave you with many questions. What specific role needs to be filled? Where will you find a qualified candidate? How can you be sure your new hire is in alignment with the ultimate vision and mission for your company? If you are thinking about any of these questions, then listen to today's episode to find answers.

Want to skip ahead? Episode Highlights

[01:03] Learn how to determine where you need support and how to communicate that to potential candidates.

[01:42] Discover where you will find qualified applicants and what employment structure works best for your company.

[02:31] How to ensure that you not only find a match in terms of skill set, but also with your company's vision and mission.

Episode Transcript

[MC] Welcome to the Limitless Women Podcast. Our mission is to help women business owners, like you, grow profitable businesses and actualize your opportunities to serve and give to yourself and others. Here's your host, the founder of Limitless Women, Laura Gisborne.

[Laura Gisborne] Thanks for listening to the Limitless Women Podcast. This episode is an excerpt from a video series on business tips I created for you. If you find this valuable and want to have a deeper, longer training, visit the Limitless Women YouTube Channel, subscribe and check out the rest of the series.



Now you've decided that it's time for you to build a rockstar team, you know that you're ready to get into action, but you're not sure exactly who to hire. In today's video, I'm happy to share with you a few tips that will help you get really clear on exactly who you need and how to find them.

The first thing I want you to consider when you're considering who to hire is to take a step back and decide really what you need. Each one of the roles in your organization needs to be clearly defined. Until you take the time to get clear about what the role is, what exactly the responsibilities are in that role, and what the requirements are for that position, you're not going to attract the ideal person to support you. We have a form that we're including for you here that shows you exactly what we do in our world. We look at the roles, the responsibilities and the requirements. We've included that for you here, so you can use that as a model. Feel free to do with it what you will.

The next step for you, once you've gotten clear on who it is and what the role is, and what kind of requirements they need to have to be your team member is where to find them. You're clear on who it is now what the job description is. Now I want you to think about where you're going to find this person. Over the years, we've had great results kicking it old school, in newspapers, in classifieds, Craigslist. Today, people are on Indeed. I want you to check out Indeed. People look at that and say, "Well, I'm a small business. Maybe I'm not ready for somebody full time." You can find great people there that are willing to work for you part time, that are willing to work as independent contractors if you're set up in that type of structure, or that want to come on and be your employee. It's a good way to get started, and it's a great place that I encourage you to go take a look.

The third thing I want to tell you in this video that I think is really important is that you want to hire team members that share the vision and mission of your organization. It's one thing if somebody has a great skill set, but if they don't really share your core values, and they're not going to be a great part of your culture, it may not be a lasting relationship. My favorite employee of all time started with me almost ten years ago. Andrea, you guys might know her because we talk about her all the time. She has worked with us in four different companies. She's really become a part of our family. We love her so much. She came through an ad on Craigslist. We started working together for a little bit to see what it was like and if we liked each other. If you'll go to the video that I have for you of the masterclass inside our Limitless Women Group, I'll share with you the deeper formula that we use that has us try somebody out, see if it works out well. If it does work out well, then you guys can learn to grow together, and your new team member is going to become one of your favorite people in the world. Just like Andrea is one of our favorite people in our world.



To learn more, please visit us online. You can join us in the Facebook group at [limitlesswomen.group](https://www.facebook.com/limitlesswomen.group), or you can visit us on our website at [limitlesswomen.com](https://www.limitlesswomen.com) and learn more about the different trainings that we have to offer you.

[Laura Gisborne] Are you wanting a deeper dive into topics like the ones we are talking about on today's show? Did you know at Limitless Women we offer a business school that's been proven to help women entrepreneurs just like you build profitable business so they give back? Visit us at [Limitlesswomen.com](https://www.limitlesswomen.com) to learn more about how you can sign up for the next semester of Limitless Women Business School.

[MC] You've been listening to The Limitless Women Podcast, with your host Laura Gisborne. Our mission is to help women business owners like you, grow profitable businesses and actualize your opportunities to serve and give to yourself and others. Are you a Limitless Woman? This is your personal invitation to learn how you can join our online community, grow through our business school and play with us at our live events. Go to [LimitlessWomen.com](https://www.LimitlessWomen.com) for all the details. That's [LimitlessWomen.com](https://www.LimitlessWomen.com). Thanks for joining us!