The Limitless Women Podcast
How to Hire?

If you've been following the series we've already discussed the when and who to hire and now we are ready to examine the how. Like everything in business, this comes with its own technique and process. Listen to today's episode to discover some key tips to ensure you successfully hire a rockstar member.

Want to skip ahead? Episode Highlights

[02:55] Discover one common but often overlooked step that can protect you from an inadequate hire.

[03:54] Learn about how a 90 day probationary period will benefit both your company and your new hire.

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.

You're here with me on video number three in this three-part series. You've decided it's now time. We've gone through when it is time for you to hire. You've decided on your who. You've got really clear about the roles, responsibilities and requirements of your new team member. In this video, I'd like to share with you a little bit about the how. I have a deeper training for you on this in our masterclass of How to Find Rockstar Team Members and Have Them Pay for Themselves, and also in a class that's the second part of that series, which is on our Rockstar Hiring Formula. So if you find this helpful, take these little snippets and go to a deeper dive in those two trainings. That will give you the information that you need so you can know step by step what to do in the process.

For today's video, I want to share with you some quick tips on how to hire. The first thing is to get your interview process really clear. You need to know before you get into the conversation with your prospective hire exactly what it is you want to know about this person. You want to know some things that are going to be probably common sense, like what their experience is, what kind of skill sets they bring to the table. I'm going to encourage you to do a little homework before you get on the call with them or before you meet with them, and really think about, again, what's the culture that you're building in your organization? What kind of interaction is this person going to have with your clients and your customers? What kind of interaction is this person going to have with your other team members? Part of what makes a rockstar team so much fun is when they support each other. You as the founder get to kind of take a step above and really lead the vision of the organization. But that can only happen if there's congruency.

In your interview process, think about some questions that are a little outside of the box. How do they actually handle and overcome adversity in their lives? What kind of experiences have they had where they were working with other team members and other organizations and things didn't work out? Kind of get clear about what's working and what's not working with this person and how they handle it. This is going to save you a lot of time and energy when you do come across adversity in your own organization.

The second piece that I want to share with you in this video that's so important when you're hiring someone is to check the references. Now, I know this sounds like a common sense thing, but it really is not so common. I see way too many women entrepreneurs bring in a team member that they love, they hire somebody who's just like them, they get all excited, and then they didn't bother to check their references. And they're surprised when they have a little problem. I don't want you to have that kind of surprise. I want you to have happy surprises. My encouragement to you is to please check the references. Talk to the people they worked with before. Ask for where that other team member that worked with them or that supervisor found their strengths. Ask for where they found their weaknesses. Ask for maybe like the same kind of question I said to you in the interview process. Where did this new perspective hire face adversity? And how did they handle it? And what did you learn about them in that experience? I think you're going to find that these little stories and a little bit more history is going to help you a lot to get to know your new hire well.

The final piece I want to share with you in this video is something that we've done for years in all of our organizations. So nine different companies, 30 different years, we've hired a lot of people. I think thousands at this point. One of the most important tactics that's helped us with success in building team is a 90-day probation period. What that looks like is we bring somebody on and we say, "Look, it's going to take a little while for you to catch up. There's a lot of moving pieces in our organization. We're excited to have you with us. But we want to give you some grace to figure it out."

What I found over the years is in the first 30 days, our team members need to have space to really digest what's happening. We have great systems and structure and project management and Infusionsoft and internet marketing tactics, all these different things they need to kind of get clear about. Give them time and space for that first 30 days to really find their feet.

In the second 30 days, if it's a higher intimate relationship in our organization, we start pouring on the heat. We start saying, "Hey, do you want to take on this project and see how you do? Do you want to take on this thing? Is this in your area of genius?" Great communication is going to save you so much time and energy, but you want to kind of stretch your new hire in that second 30 days to give them a chance to step up and shine for you. You might discover that they have skillsets that you didn't even know that they possessed by having them get a little more stretched and a little more opportunity to take on new responsibility.

Now, let me put a caveat here and say this. The first 30 days is just a lot of grace and finding your feet. Second 30 days, you're inviting that person to step up and really show you what they're made of. What I find most of the time is if somebody is not going to work out in our organization, it happens in that second 30 days. We may have an inkling in the first 30 days. In this second 30 days, we're really clear. Like if it's not a match, I want you to let them go with grace, and be really grateful for the process. Because you'll know now more about what you need. I don't encourage you to just keep going into 90 days if it's not working. It's an important place to pause.

Now, if it is going well; first 30 days they've got oriented; second 30 days they're stretching, they're showing you what they're made of; in the third 30 days, you and that team member need to go in and deep dive and get crystal clear clarity on exactly how they're going to grow with your organization, and how they're going to grow your organization, you want in that next 30 days, if this is the third 30 days of the 90-day process, to ask them. Like, "You've been here now for a couple of months. What do you see that you're going to bring to the table? How do you see that as an organization we can grow in scale, and reach more people?"

Bring that person into your organization as a partner. Really understand that the human asset and the skills and the experience and the wisdom that they bring is going to help you fly. This person will not only pay for themselves. They'll help you expand and stretch your own self as a leader to grow in all new ways. If you found this helpful, please visit us in the Facebook group at limitlesswomen.group. There are two trainings there for you, as I said earlier, that will help you get a deeper dive on How to Hire Great Rockstar Team Members and Have Them Pay for Themselves and our exact Rockstar Hiring Formula that I think you might find helpful as you're going through the process.

[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 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 for all the details. That's LimitlessWomen.com. Thanks for joining us!