3 HIRING TIPS FOR BUILDING STRONG TEAMS

1) **Define the unique talent value proposition for your organization**
   - Other than compensation, why should someone choose to work for your company?
   - How do you action your company core values?
   - What do you do to develop, motivate, and empower employees?

2) **Create a specific scorecard for the position you are hiring for**
   - List in priority order your top must-have skills and experience for the position
   - Consider desired financial impact
   - Look at cultural alignment
   - Focus on proven history of success

3) **Avoid biases & focus on collecting data**
   - Vet candidates as a team; get multiple perspectives for a more well-rounded view of a candidate's potential fit
   - Consider tangible, job-related reasons for hiring a candidate; focus on the scorecard for the position
   - Collect facts; use cognitive reasoning over intuition
   - Calculate the potential ROI of a candidate using the following equation:

   Resources x Strategy x Candidate/ Time = Return on Investment