

HIRE SLOW – FIRE FAST

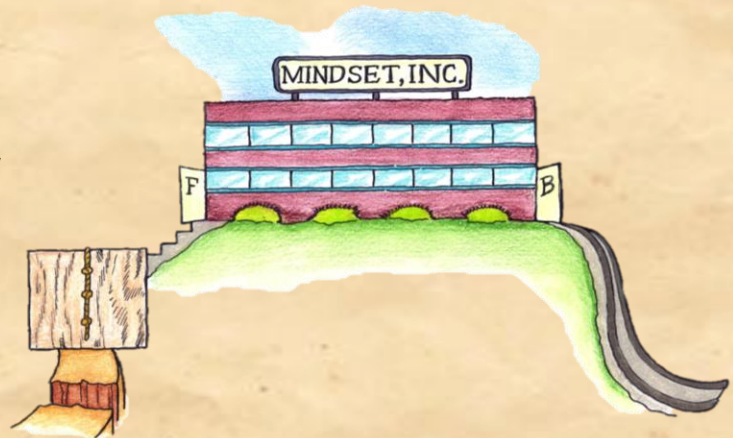
It is good advice to hire slowly and fire fast. When we make a bad hire, the result is a mess for all concerned: the company, supervisor, customers, and employee all lose.

As such, care in hiring is wise.

Some positions allow for more hiring risk than others. For example, if we are selecting sailors for a battleship, we can afford to make a few mistakes out of the 1,750 members of the general staff. We cannot afford to make a mistake, however, if we are going to select only two master communication officers for the ship.

When flat-out hiring mistakes are made, they seldom get better with time. If no lasting damage is being done to the organization or its customers while the remedial effort is ongoing, and if the employee is trying to meet the clear standards of the position and is honestly judged to have the potential ability to do so, leaders should work hard to help that employee succeed. If, however, significant damage is being done to the organization or the employee does not demonstrate the ability, openness to feedback, or determination necessary to succeed, the exit should be found as quickly as possible.

If we start with the wrong person, there is no good way to develop them.



MINDSET
LLC