

FAMILY BUSINESS HIRING GUIDE



M E R I D I A N

BLESSING FAMILY BUSINESSES
ACROSS GENERATIONS

How do you hire A players?

IDENTIFY YOUR TALENT NEEDS

Change drives need for talented people...

This is process changes, operational changes, tech changes, and more.

Create a "Change List," list out all the types of changes you're seeing in your business and where the talent gaps are.

FIND THE BEST TALENT

Referrals are your friend!

Once you've made your talent list, here's what to do with your current top talent...

- Express you appreciate them
- Tell them you're looking for a new person as good as them
- Explain the role
- Agree on a get back date and time

SELECT ONLY A PLAYERS

You have your referral... Now what?

During your interview, use behavioral questioning techniques like...

Tell me about a time when you _____.

This helps validate honesty, experience, learning index, and coachability!

Pro tip: Don't just believe what you hear! Dig deep - Go beyond the superficial and clarify with probing questions.

ONBOARD EFFECTIVELY

Don't skip onboarding, it's the key to retaining employees!

Onboarding is often overlooked, but it is one of the key factors in keeping the best talent.

Successful onboarding looks like...

- Extending a warm welcome
- Creating relationships
- Establishing clear expectations
- Implementing a 90-day plan
- Using touchpoints

RETAIN THEM

Onboarding is over and they're a great employee, but how do you keep them?

The best way to keep great employees is to offer them development opportunities. High achievers always want to become even better!

And the key factor in development? Coaching!

Assess their needs, then coach them up & you'll keep your best players.

You've just explored practical steps to improve your hiring... But if hiring still feels harder than it should be, **get the *FULL* Hiring Playbook to jumpstart your hiring now.**