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10 Steps to Finding AND Keeping the Best Employees

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1. Cast a wide net – your best candidate may be where you least expect.
2. Look for a commitment – ASK for a commitment
3. Look for someone wanting the job you have to offer – not just any job
4. Look for industry experience – someone who wants to stay in the industry
5. Look for signs of stability – prior long-term employment relationships
6. Look for someone who WANTS to learn and recognizes they need to improve
7. Look for someone who has BIG aspirations, but realistic expectations
8. Look for someone willing to EARN their compensation – job satisfaction comes from more than just compensation. Someone willing to “earn their keep” will be motivated by achieving their personal goals.
9. Compensate fairly – you don’t have to be the industry leader, just be fair
10. Respect your employees, whatever their role