

WORKPLACE WISDOM NEWSLETTER

Have You Been a Matchmaker?

You sought the best person. You've hired the best person.
Now, what do YOU do to keep this superstar?

As I work with companies in the selection process, I use different tools to help them make amazing "matches". Making sure the job is a "good fit" creates loyal new hires.

What do I mean "make sure the job is a good fit"?

"The culture, the surroundings, the ethics and the management are positively impressing the new person on board...it's an ideal match."

As many as 50% of workers feel misplaced in their jobs and spend an enormous amount of time moaning, groaning, and complaining about "what's wrong around here", according to John Butler, author of Odyssey: The Business of Consulting. That's shocking!

What does the SELECTION MANAGER need to hear?

There is A RIGHT PLACE for everyone to use their talents and gifts. You must find the person who is RIGHT for this job.

When a job doesn't fit comfortably, an employee feels "out of step" with the organization's mission, culture, and values.

Over time, this will cause a drain on the employee's energy that, otherwise, would be directed to their job.

What does the ORGANIZATION need to hear?

Look for high performers who "fit" the job. Know the job requirements well, and then "let the job do the talking"!

How? Benchmark that job....determine what that job looks like on a graph. Then, begin to visit with job applicants about these requirements. You know you are in a TARGET AREA OF CONVERSATION because IT IS THE JOB SAYING, "Ask him how he does this.....; ask him how he feels about that....." IT'S NOT YOU and YOUR PREFERENCES creeping into the conversation. I use time-honored, well-validated assessments to match talent with job requirements. These assessments are used in corporations and organizations throughout the world.

What do we do with high performers once we have found them?

Great Question! You see, once you've found the right person...and made the hire, you'll need to pay attention to the following strategies.

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Sue@SueMillerPresentations.com

800-749-1946

www.SueMillerPresentations.com

10 Strategies to Keep YOUR Superstars on Board *Especially for the first 90 days!*

1. Make sure their job description is clear and their tools and resources are available.
2. Show them other jobs in the organization and how each one is connected to the whole.
3. Introduce them to company supervisors, managers, and executives.
4. Send out new information appropriately and timely...don't let them feel "no one told me".
5. Know what your superstars will and can do. Acquaint yourself with them.
6. Give them plenty of encouragement publicly and privately.
7. Collaborate with them to create their ongoing developmental plan.
8. Stay in personal touch with them. Don't disappear!
9. Respect, recognize, and reward their outstanding performances in a timely manner.
10. Task them with meaningful work so they'll gain a sense of contribution.

Organizations, of all sizes, are looking for "good people". These well-trained individuals who will remain loyal and productive are in high demand. If you have found an employee that "fits" - and is a high contributor, please be aware of their ongoing value to your organization.

In this case, "if you snooze, you lose!" You could wake up and find them gone!

So...the message is this...

**As you search for high performers, I encourage you to know what the
job is asking for
...and then assess and evaluate your applicants well.
Make matches that "fit"!**

And once hired, treat great performers superbly!

**Yes, I'm in the match-making business!
The kind that makes individuals happier in their work!
The kind that makes organizations heroes to their stakeholders!**

When we love what we do, it doesn't feel like work at all!

Find individuals who will love doing the work you need!

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