



# Are You Tired of Hearing About Great Resignation Yet?

In a recent Kiplinger Letter they talk about what won't get back to normal economically in 2022. The Labor market is and will stay extremely tight, making your life hard as an employer to find new employees. There are only 65 unemployed workers for every 100 jobs employers are trying to fill.

## **STEP #1: RECRUITING**

Over 84 percent of organizations are recruiting via social media and 70% of managers said this is a successful method for their companies. Let me share with you how to successfully recruit top talent online and how to hire up to 50% faster with a proven referral system.

### **Recruiting Online**

When attracting new talent, try to think like them. You need to be open to new ways of recruiting.

Here are the top sites for job listings:

- Indeed
- Monster
- CareerBuilder

### **Social Media**

You can use your LinkedIn, Facebook, Instagram, Twitter, and other sites to post the opening of the position you have available. If you have company pages, post on these also. Ask your team members to share the job opening posts. This will expand your network to include your team's network, and you will be reaching a larger potential candidate pool.

### **Employee Referrals**

New hires sourced via referral programs produce 25% more profit for their companies than new hires sourced via other means.

Do you have a referral system in place? If not, you should implement one today. 45% of employees sourced from employee referrals stay for longer than 4 years.

*Download The Success In Hiring Blueprint at: <http://SuccessInHiring.Biz> to receive the full videos and a downloadable word document with 3 types of referral systems that you can add your logo to and personalize for your business.*

## STEP #2: INTERVIEWING

Do you know why you select the wrong candidates when you interview for a position? Most interviewers allow their emotions to get involved in the interview process instead of really focusing on the candidate's competencies and skills.

Here are some important things to keep in mind during this process:

1. Respond to candidates quickly after each step of the hiring process.
2. Choose 5 Core Competencies your candidate needs to do the job.
3. Check at least 3 references.
4. Conduct the first interview over the phone.
5. Ask behavior based questions during the interview to assess the candidate's experience.



Download *The Success In Hiring Blueprint* at: <http://SuccessInHiring.Biz> to receive the full videos and a downloadable resources. We have provided 60+ Core Competencies and over 600 behavior based questions for you to use during the interview process. We have also provided some example response templates for your candidates and much more.

## STEP #3: HIRING

We have all hired the wrong person before. Rather it was because we needed a warm body in the seat or we chose the candidate based on emotion instead of their skills and experience. According to a new CareerBuilder survey, each bad hire cost a company almost \$15,000.00. Learn how to choose the right candidate the first time.



### Follow these steps for success:

1. Use The Hiring Filter to keep your emotions out of the process.
2. Conduct pre-employment screening through testing and/or a reference check.
3. When making an offer to a candidate, make sure it is a win for both parties.



Download *The Success In Hiring Blueprint* at: <http://SuccessInHiring.Biz> to receive the full videos and a downloadable resources. You will receive *The Hiring Filter* and the instructions on how to use it so that you can take the emotions out the hiring process.

## STEP #4: ONBOARDING

If I told you by having a structured Onboarding process you could improve your year over year revenue by 60%. Would you be willing to read the rest of this article? This is why your company needs to make new employees feel welcome and valued.

New employees with good onboarding experience are 18x more committed to their employer and 69% stick with the company for at least three years. What is your onboarding experience like?

### 9 Ways to Successfully Onboard:

1. Have a positive and strong company culture.
2. Prepare coworkers for the new hire's arrival.
3. Set them up for success by having their office and computer set up.
4. Make introductions to the new employees.
5. Schedule a team lunch to easily break the ice.
6. Implement a training program to set them up for success.
7. Create a new employee onboarding checklist.
8. Assign a Mentor to assist the new employee with any questions.
9. Follow up & adjust by meeting with the new employee for feedback within the first 30 days, 60 days, and 90 days.

Download *The Success In Hiring Blueprint* at: <http://SuccessInHiring.Biz> to receive a full onboarding checklist that you can start implementing today.

## STEP #5: COACHING

Do your managers manage or do they lead? Top-performing organizations create leaders who are great coaches. This is important because according to Forbes, **only 34%** of employees feel engaged at work. By instilling a culture of effective coaching, it's possible to overcome the issue of disengagement with your employees.

### Management's Role

Managers account for at least **70%** of the variance in employee engagement scores. Set them up for success by creating a coaching culture.

### With Coaching, You Are:

- 50% more likely to have lower turnover
- 56% more likely to have higher-than-average customer loyalty
- 38% more likely to have above average productivity
- 27% more likely to report higher profitability

Investing in programs that build the capacity of managers to become better leaders will help them have effective coaching conversations. This will pay big dividends in individual employee engagement, organizational health, and business success.

### What Good Coaches Do:

- They Build Trust.
- They Lead By Example.
- They are Transparent.
- They Get to Know Their Employees.
- They Offer Constructive Feedback.
- They Celebrate Wins.
- They Set Clear Goals.
- They Hold Themselves and others Accountable



The challenge now is to assist managers to be better leaders in applying and putting into place sound coaching skills. This will help to develop a team of devoted, competent, and motivated employees. A leader can only achieve excellence through relationships with others, so it's time to share their vision with employees and seek their support.



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### Gary Wilbers, Founder

"I understand the daily challenges you face running your business, which is why I started these mastermind groups. I have over 30 years of experience running 12 successful companies and have been coaching owners to success for more than 10 years."

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