

# Bridgeway to Success™

September 2005

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**SEEK PEOPLE  
WHO DON'T  
SURRENDER.**

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## How to Hire Smart – Part 1

Many companies express the same frustration: how do I get the right people in the right slots? As critical as this issue is, most organizations don't place enough emphasis on the selection process. Over the next two months I will address the "what" and "how" of hiring smart.

If I want employees who will help my organization grow and evolve, not just exist, then I'm looking for the following traits:

1. **Restless** - I want employees who are uncomfortable with the status quo, whose thinking is oriented to things that should be done better or different.
2. **Innovative** - Many people can recognize problems. I want people who can generate solutions. Otherwise, talking about problems equals whining.
3. **Proactive** - Great ideas are for textbooks. I want employees who take initiative to try to make them happen.
4. **Persistent** - Efforts will not always be successful. I want people who don't surrender when encountering obstacles or failure.
5. **Successful** - Some people seem to have a knack for success. The reasons may be obscure. I want people who know how to win.
6. **Positive** - The right attitude is infectious. It helps to reinforce the highs and mitigate the lows. It promotes bonding and bolsters morale.

This list is not exhaustive. It focuses on what is needed to drive organizational growth. Next month: *how* to hire smart.

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