

# Accelerate Your Business

# Module 2 - Talent Lesson 1.3 Found Talent



## Remember - 3 Attributes To Managing Talent Expectations

1. Knowledge - Do they know everything about the position? Do they understand all of the minute details of what you're asking them to do? Not everyone will connect with every job - if that happens - they just need to be in another seat.

2. Desire - Do they have a passion for it? Is it something they are wired to do and is a part of who they are that they have to serve people in the capacity that you are asking them to do so? KEY POINT: You can't push someone into something they don't want to do. If you do, you'll lose the talent, which will start the cycle all over again. Occasionally people have the knowledge and time, but they lose desire. That's OK. Find a different seat for them or let them move on.

3. Time - Can they dedicate the time to complete the task or do the job? We discussed time in the first module - it's imperative that the people you bring on board either on a one-time or ongoing basis understand the time commitment to see the job you want them to do through. Likewise, you must also be willing to invest the time into your potential hire or working partner and give them the resources they need to complete the task or job to your satisfaction. Trial by fire doesn't always work.



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## **Interview For Success - Use The 3 Attributes**

**KNOWLEDGE** - Find out what they already know about your company and/or the position they are applying for

**DESIRE** - WHY do they or why do they want to work in this field?

**TIME** - Why them? Why you?



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## **Interview Cheat Sheet Questions**

1. What do you know about us as a company?
2. What do you know about the position you're applying for?
3. Why do you or why do you want to work in this field?
4. Why us?
5. Tell me about yourself.
6. What was your best / worst customer service experience and why?
7. Who was the best / worst boss you ever had and why?
8. Tell me about a stressful situation you were in and how you handled it?
9. How many \_\_\_\_\_ are there in the United States?
10. What's one of your pet peeves?
11. What would you do your first 90 days on the job?
12. I've got a few people in mind for this position - why should I hire you vs. them?



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## **Action Step**

Write down additional questions that you would ask in an interview for the specific job you're hiring for.