

## How to Make Sure That You Never Get Good People

I don't have to give you an example of any businesses that I have worked with on this topic. No, I can just tell you how I have done it, time and again, with every business that I have been a part of.

Tell me if you've heard this story before. We got really busy and hired a new employee. We assumed since the economy was down that we could find some really good folks. Turns out the person we hired didn't stick around and didn't do a very good job. I had to tell them every move to make, they didn't seem to have any initiative, and they just didn't show up one day. I swear, you just can't find good help anymore.

Sounds familiar right? Could it really be that there just aren't any good employees for your business out there? Maybe. However, the other alternative could be the way you are handling the process of bringing on this new person.

If you want to keep doing this here's how:

- Never ever start **recruiting** for a position until you are absolutely overwhelmed. And when you do, only interview a couple of people that you received on some half-hearted referral. Oh, and don't call the candidate beforehand and pre-qualify the person with salary and job requirements.
- **As for the interview**, just wing it. Do not ever prepare for the interview process. Just ask the candidate basic questions like, do you like to work, and do you have a good attitude. Never ever ask them questions that force them to give you a concrete specific example of how they handled a particular situation in their last job.
- **Hire** the first warm body that you come across. Never check out any of the referrals. In fact, don't even ask for them. Also, just hire the person that has some experience in this area of specialty, even if they have more holes in their resume than Swiss cheese.
- Do not bother with a **job description** and, if you do, just grab a blank one on the internet and do not put anything specific in it. Never ever spend any time with the new employee. To train them, just have them follow your most mediocre employee around for a half day or so and assume they know what is going on after that. Last, but not least, do not ask them for any type of report to see their progress, and only check on them once or twice in the first month.

So if you are tired of hearing basically what not to do, just do the opposite of everything suggested and you will find improved success in hiring and keeping good employees.

## April

**Tennessee's Drug-Free Workplace Program** workshop of Volunteer State Community College's Tennessee Small Business Development Center, 3-4 p.m. Thursday, April 7, Betty Gibson Hall, Room 107C, of Vol State annex next to campus on Gap Blvd. in Gallatin. Registration is required. Reserve online. [www.tsbdc.org](http://www.tsbdc.org). **Free.**

**How to Start a Small Business** workshop of Volunteer State Community College's Tennessee Small Business Development Center, 4-6 p.m. Tuesday, April 19, Betty Gibson Hall, Room 107C, of Vol State annex next to campus on Gap Blvd. in Gallatin. Registration is required. Reserve online. [www.tsbdc.org](http://www.tsbdc.org). **Free.**

**Time Management for Small Business Owners** workshop of Volunteer State Community College's Tennessee Small Business Development Center, 3-5 p.m. Tuesday, April 26, Betty Gibson Hall, Room 110, of Vol State annex next to campus on Gap Blvd. in Gallatin, Registration is required. Reserve online. [www.tsbdc.org](http://www.tsbdc.org). **Free.**

**Human Resources Fundamentals for Small Businesses** workshop of Volunteer State Community College's Tennessee Small Business Development Center, 3-5 p.m. Wednesday, April 27, Betty Gibson Hall, Room 107C, of Vol State annex next to campus on Gap Blvd. in Gallatin, Registration is required. Reserve online. [www.tsbdc.org](http://www.tsbdc.org). **Free.**

**Microsoft Outlook for Small Businesses** workshop of Volunteer State Community College's Tennessee Small Business Development Center, 3-5 p.m. Tuesday, May 3, Betty Gibson Hall, Room 107C, of Vol State annex next to campus on Gap Blvd. in Gallatin, Registration is required. Reserve online. [www.tsbdc.org](http://www.tsbdc.org). **Free.**