

Widen your search to find Loyal workers



We know that hirers are risk averse and feel that if company x hired, trained and continued to employ person y, they must be able to do the job. Maybe it's time that we think about investing in people who have the right attitude and aptitude?

I came across this quote in an article this week and finally feel that there are others out there that realise that it isn't always the person who has had, or is in, a similar role that will make the best hire.

Writing in Forbes, Lynda Shaw, an author, business psychologist and Founder of Community Mix Up and The Pleasure Umbrella, discussed the "potential points of agony" in recruitment. One of which is getting the best hire which can, she admits, require a lot of waiting.

"Hiring capable people: it's not easy, is it? You can spend a lot of time and money on a selection process, but if only average people apply you are left between a rock and a hard place," she writes.

"So, what is to be done? There are many ways to measure someone's capability for a job . . . But perhaps there is another criterion for you to consider when recruiting. Maybe look beyond trying to tick all the experience boxes for a role and seriously consider an applicant with talent and who is eager to learn. The capabilities of a keen raw recruit, regardless of age, can soar with the right training and opportunity [with your client].

"It's either that or wait until exactly the right person comes along, which may be worth it but will probably take longer. From my experience, these are the only two ways you will avoid the potential agony of hiring a 'just-good-enough' person."

Lynda is, absolutely, right. We come across so many talented people, eager and willing to learn new things. Many have already had successful careers and are looking to bring their transferable skills to a new company.

From personal experience, I can vouch for the comment about keen raw recruits who are willing to learn. They, almost without exception, are the most loyal employees and once up to speed they produce more for longer than many around them. They have something to prove, they want to repay your trust and faith in them.

“You can’t teach an old dog new tricks”, we often hear: True, if that person that has all the experience in the world wants to do it the way they have always done it, rather than the way you want it done? Not true, if you take on someone that has shown they are adaptable, have developed throughout their career and you can teach them your way.

I have one client who hires “the best candidates” no matter whether they are from within or from outside of his industry. His top performer, and his longest serving staff member, came from other sectors!

With the skills gap widening, and the commentators telling us it will get even wider post Brexit, maybe it’s time you grabbed the adaptable talent before they disappear?