

Why hiring the right employees is the key to business success

By [James Timpson](#)

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It's an understated fact that employees are the foundation of every business. It's not easy to find people who are motivated and ambitious - especially in an entry-level position - so if you do, best hold on to them.

Bosses often let their egos get in the way of their relationships with those lower down on the hierarchy chain. Don't make this mistake. If you fail to give your employees an adequate amount of respect they'll never give it their all; and you could lose excellent workers before they get a chance to show their true colours.

Follow these tips and you shouldn't run into any troubles.



Hire good communicators

Never underestimate the power of a good communicator. Employees that are likeable, confident and unafraid of public speaking are like gold. But a good communicator is more than simply somebody who'll help you gain clientele; a good communicator can improve the overall functioning of your business.

[Berghind Joseph](#) state that "internal communications is the catalyst for sustainable business success". Simply put, having employees who communicate well with each other can streamline your operation and ensure that everyone is performing at their peak.

Hire people with different personalities

People will often separate the creative from the academic, but they're not mutually exclusive. A business without creativity will struggle to stand out, just like a creative venture without a long-term business plan will be less likely to succeed.

Don't be afraid to hire people with different personalities. You'll be surprised by how well certain "types" can work together when they're thrown into a room - the creative process can be quite inspiring.

Remember that credentials aren't everything

Education is almost always a plus, but who would you rather have on your side; someone who has a degree or someone with years of relevant experience? People who don't have any official accreditations may be more suitable for the job, so don't neglect them.

When you're searching for employees, once you've narrowed down all of your potential candidates use the interview process to make your final decision. Don't just ask them about their experience and qualifications. Find out what they're like as a person and try to imagine if they'd fit into the group.

Provide opportunities for advancement

To most people getting a job is just the first step. Once they're through the door they'll be looking to take their career to another level. New employees will know that a promotion won't occur overnight; however, it's always good to inform them that in the future with hard work and determination they could receive a pay rise or title change. If you don't give them the opportunity to advance they'll simply lose enthusiasm for the job and start looking elsewhere.

All it takes is one decent worker to skyrocket your business. Stay vigilant and keep an eye out for employees that shine. If you find one, do your utmost to ensure that they stay with you for as long as possible.

ABOUT JAMES TIMPSON

James, a self-styled business fanatic with a passion for technology and writing. Having spent many years working in the city James has recently moved to a more rural area of the UK and now focuses his efforts on writing and expanding for portfolio.

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