

## Behavior traits a key in hiring

By: JIM PLOTKIN - For the North County Times

With Valentine's Day around the corner, are you with your perfect match? I do not want to burst your bubble, but chances are that none of us are with the perfect match. There really isn't such a thing, but it might be close to "perfect." Same goes when you make your next decision for hiring. You do not need a perfect match to have a successful relationship or an outstanding employee. Y

Some of you probably had a good blueprint on the type of person you imagined marrying. The same goes for hiring. You first need an idea of what type of person you need in the position to make a successful hire. If it's sales, usually some degree of extroversion and assertiveness is imperative for a good job match. Y

Recently, I was talking to a friend who is looking for someone to be in charge of reporting, programming and reconciliations for client accounts at a financial firm. He only mentioned two traits that mattered — honesty and detail orientation. These are critical, but in order to predict who is detail-oriented, there are several behavior traits that will help him hire the right person. In my world of assessments, I can think of several, such as introverted, accommodating, cynical, average to quick learner, good with numbers, patient, structured, rigid and does not like change. Y

Ignorance is bliss, and if you do not at least know something about behavior traits, you are going to have a very tough time creating your blueprint and identifying who you need and why. Have you ever read an ad that is looking for a detail-oriented multitasker who is flexible? Sorry folks, but most individuals who are detail-oriented are not prone to flexibility and most likely are poor at so called "multitasking." Their behavior has to adapt to be someone they are not.

It's easy to hire someone, but it takes a plan and a well-designed selection and recruiting process to attract good candidates in order to identify and hire the best that apply. I challenge you today to analyze how you can achieve this if you are not already doing it. Not too many of you would propose to, or say yes to, a heartthrob on your first date without learning more about the person's values and behaviors. It's a two-way street.

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