

What Employees Want in a New Hire

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Employers are constantly on the lookout for potential employees who can contribute positively to the performance, culture and image of their business. At times a company may have no open positions, but upon meeting an individual and discovering a desirable combination of personal characteristics, skills and experience decide to hire the person anyway. The effort to hire may occur immediately after meeting the prospective employee or could be a year or two later. It is often the personal characteristics of the prospective employee that keeps them viable as a candidate long term.

Qualifications related to the job description help sort candidates into an initial pool. However, technical knowledge and skills or certain qualifications are sometimes less important than other characteristics. "Preferred candidate" status requires much more-- much of which does not appear on a resume. The "right" person can learn to do a lot of different jobs.

Following are the desirable characteristics (not listed by priority) wanted by an employer:

1. Positive attitude-- toward work, self and co-workers.
2. Accountability—willing to accept responsibility for failures and successes.

3. Self-motivated/strong work ethic—voluntarily assumes work responsibilities, prioritizes tasks, is persistent, and shows time management skills.
4. Team player—focuses on success of team or business rather than individual.
5. Flexibility—able to work alone or willing to shift between leader and support roles in team as needs change.
6. Communication skills—project or business failures are often due to verbal and/or written communication failures.
7. Business knowledge—understands basic accounting principles, cash flow and balance sheets.
8. Personal values—a company's values and ethics are determined by the employee's values.

Employees with the above characteristics create and maintain a wholesome work environment that results in individuals and teams excelling in performance and the business experiencing success it otherwise would not achieve.

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