

“In This Issue: 5 Ways To Motivate Your New-Hire”

Test for Success

Tools, Tips, & Techniques for Avoiding
Hiring Mistakes and Developing People
From Helm and Associates, Inc.
And Kurt Helm

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Barbara Otto, Editor, mailto:botto@helmtest.com

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5 Ways To Motivate Your New-Hire

Most newly-hired people begin the new job with optimism, but if circumstances foster the development of a “this-job-isn’t-what-I-thought-it-was-going-to-be” attitude, then it’s only a matter of time before your new-hire is gone.

The majority of turnover in most companies occurs within the first ninety days of employment. After all the time, effort, and money you have spent finding someone for the job, it is terribly disappointing if they leave before being productive enough at least to pay their recruiting costs.

While there is no way to absolutely guarantee that all of your new-hires will stick, here are five suggestions that can tip the scales in your favor.

1. During the orientation period make sure that, in addition to the basic information that is presented to the new-hire like payroll, benefits, etc., you also cover the company’s mission and culture. Talk about what the new-hire can contribute to the company’s mission and align himself with the company’s culture. What expectations for his behavior flow from the company’s mission and culture? What will he have to do and sorts of things constitute no-nos?
2. Make sure the new-hire’s new supervisor has a copy of his or her Performance Profile Report. Point out what areas where a difference in style between the supervisor and the new-hire could lead to misunderstanding or miscommunication.

3. When you introduce the new-hire to his supervisor, point out any things they have in common as a means of breaking the ice and beginning the process of developing a rapport between them. For example, you might say something like, "I noticed that you guys both went to East Moosejaw University."
4. When you introduce the new-hire to the coworkers, department heads, and others he will be interacting with, do it in a positive, upbeat way. People tend to live up to others expectations of them, positive or negative. Point out some positive aspect of the new-hire in order to give others a positive first impression of him or her.
5. After the new-hire's first week, get in touch with him and ask how things are going. You may get a neutral answer like, "Everything's fine." Go beyond this and point out that what look like minor irritations at first can become major problems if not addressed early on, and you really want to know if there are any such irritations so that they can be dealt with before that happens.

When you think about it, these five tips are nothing more than common courtesy your mother taught you. They're simple and they don't take much time, but they can pay off hugely in keeping lines of communication open and making sure the new-hire sticks!

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Remember, People are NOT your most important asset!

The RIGHT people are!

To Hire the Best, Test!

To Reveal Management Potential, Test!

To Diagnose Problem Behavior, Test!

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Kurt Helm - Helm and Associates, Inc.

Ph: Toll Free 800-886-4356

Email: khelm@helmtest.com

P.O. Box 130
Helmsburg IN 47435

Website: <http://www.helmtest.com>