



How To Attract Top Talent To Your Company

Upon completing a successful selection process, the next challenge a hiring manager will face is finding ways to ensure that all the time, effort, and money spent does not go to waste by firing or having their top talent leave for greener pastures. Below is a look at some of the common challenges faced by hiring managers in trying to retain their staff.



Employee disengagement is one of the challenges facing hiring managers when it comes to the retention of staff. In fact, a Gallup study has shown that as many as 70% of the workforce is disengaged.

Mismanagement is another retention challenge, with research carried out by Target Training International showing that over 95% of all people stated that they have been mismanaged. As a result, they will attribute their below par performance at certain periods during their employment as having stemmed from this mismanagement. Eventually, those interviewed gave their reasons for leaving the company as being because of one reason: mismanagement.

Being **unclear about job accountabilities** is another retention challenge facing hiring managers. This is best illustrated by the fact that the common reason why most people get fired is because of a disagreement on what constitutes “superior performance”.

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THE INNER GAME OF WORK

Leaders wanting to be vibrant and effective can develop their inner game. Author Tim Gallwey teaches us a better way to make changes and how to make work – work for us.

The Top 10 Tips On How To Have A Positive Attitude

- 1. Take ownership of your attitude.** We control our attitude. It is not something that is genetically or environmentally determined. Each of us can decide what our attitude is going to be. We can choose to have a positive attitude about life. A ready smile is a gift to all those around you.
- 2. Take action to eliminate what bothers you.** You may be putting up with more things than you have realized. Think about what you are tolerating. You may be tolerating things, or ways that someone speaks to you that you don't like. Just paying attention to what you are tolerating will be the first step towards eliminating it. Tolerations infect your attitude.
- 3. Live in the present.** Let go of living in the past or in the future and enjoy the present.
- 4. Let go of things that don't matter.** Stop wasting energy on being irritated and annoyed at things that really don't matter.
- 5. Be non-judgmental.** Let go of being critical of others. Try instead to listen and understand. As you open yourself up to not judging others you will be able to accept yourself and others more.
- 6. Listen to yourself and trust what you hear.** Let go of other people's voices that you carry in your head. Instead, listen to yourself and take responsibility for what you can and want to do.
- 7. Live your values.** By living your life according to your values you will develop an attitude of true acceptance of yourself.



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One Minute Ideas

The Silent Side of Communicating

Whether negotiating the biggest deal of your career, coaching your team, or describing a project, keep your ears open. Otherwise, you may talk yourself right out of the room.

To be a better listener:

- **Try not** to judge. Even if you disagree with what's being said or the way it's presented, resist planning a rebuttal. Focus on understanding the message, not critiquing the messenger.

- **Commit your** full attention as soon as the other person starts to speak, not just when you hear a word or phrase that interests you.

- **Do whatever** it takes to limit distractions. *Examples:* Suspend incoming phone calls, remove unnecessary papers from your desktop, or meet in a neutral area, such as a conference room. ♦

Source: *Negotiate Like the Pros*, by John Patrick Dolan, Berkley Publishing Group, 200 Madison Ave., NY 10016



Talent Trust

Our goal is to collaborate with you to understand where you and your company want to go and design the best way to get you there. We help our clients select and develop high performing talent.

Contact Talent Trust when you want to make sure you are hiring the right person, your team needs to communicate better or you need to develop leadership skills and clarify goals for the future. Talent Trust also helps individuals prepare for what's next for them. Talent Trust helps you love what you do!

For results you can count on contact Talent Trust at 513-675-2422, or KLoeffler@TalentTrust.net www.TalentTrust.net

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When the individual's talent is not being applied (bad talent/job match) or when they are not rewarded by job (bad talent/job match), these scenarios can also pose a challenge to successful retention in a company. However, both these issues are easily eliminated when the talent of the candidate and the talent requirements of the job are well matched.

Another challenge facing recruiters in successful retention is **conflict within departments or teams**. However, occurrences of conflict within a team or between two employees may be avoided completely, or significantly improved once the talents of each individual involved is recognized and understood.

By accurately measuring talent and thereby understanding each individual's talent, recruiters will be able to tackle the challenges that hinder successful retention in a company. Below are the questions and what every hiring manager can do to ensure that their staff answers them in the affirmative.

- **Do I know what is expected of me at work?** For a "yes" answer, be sure to inform your staff about what is expected of them at work in the most effective way for their particular style of communication.
- **At work, do I have the opportunity to do what I do best every day?** Give every individual the opportunity to do what they do best at work every day, based on their particular talent strengths.
- **At work, do my opinions count?** Give the individual an opportunity to voice their opinions, while providing them with opportunities for growth based on their particular strengths.
- **Does my supervisor, or someone at work, seem to care about me as a person?** In order to enable the supervisor to create a powerful working relationship with the individual, ensure that you provide them with sufficient key talent information.

We have the tools necessary to accurately measure all of these areas for each candidate and the requirements of the job itself. Contact us today! ♦

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You will realize that you are fine the way you are. You may choose to make some changes in your life simply because you realize that you have greater potential than you have utilized so far.

- 8. Have fun and enjoy humor.** Take delight in life and create fun experiences for yourself. Don't make life be too heavy.
- 9. Invest energy in the people who you love and care about.** Meaningful relationships are developed and sustained by positive attitudes and commitment.
- 10. Develop an attitude of love.** By developing a loving attitude towards yourself you will in turn interact with others from a basis of love. ♦

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