

Improving Results

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By Facing Our Challenges, We Discover Our Potential

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The Role of Passion in the Hiring Process

There are a lot of aspects to consider when interviewing candidates for an open position - skill set, years of experience, ability to fit into the company culture, etc. The list goes on and on. However, there's one factor that many companies completely overlook, and it can often come back to haunt them.

That factor is passion.

A candidate's passion for what they do could be considered the "X Factor" of any search. That's because when a person has passion for their job, they're compelled and they're driven to not only carry out the duties of the position, but also to do so extraordinarily well. For people with passion, going through the motions is not an option. In fact, it's not even a consideration.



Here are three reasons why employers should hire people with passion over people who lack it:

1. **They're more productive** – People with passion don't leave at 5 p.m. on the dot, and they often work through lunch.

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Do You Need To Enhance Your Leadership Skills?

Executive coaching is a powerful way to develop leadership skills and to help drive successful outcomes. Companies are investing in executive coaching opportunities at a rate of about \$1 billion annually and growing at a rate of about 40% per year for one-on-one help for increased performance.

Executive coaching helps create awareness, improve performance, generate action, facilitate learning and growth, and helps develop sustainable attitudes, skills, and behaviors for positive results.

It is only effective when the executive realizes that a coach can help them "get where they want to go" and are open to change.



A good coach will help you prioritize your goals, achieve your goals, make better decisions, utilize your potential to its fullest, increase motivation, eliminate obstacles, improve morale, and enhance relationships.

Coaching should be implemented within a company for new hires, people being promoted or changing roles, handling major company changes, as an intervention, with training and development programs, and/or as a management tool.

Executive coaching is really about understanding where you are today, where you want to be, and learning what is necessary for you to successfully get there. Coaching helps accurately identify strengths and weaknesses, examine the impact of their behavior on others, and regularly and intentionally reflect on values, goals, and effectiveness.

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One Minute Ideas

Volunteering – Trends and Highlights



- Even with the economic crisis, volunteering levels remained relatively stable with 61.8 million adults donating approximately 8 billion hours of service in the U.S. in 2008.
- Conversely, less-formal ways of serving in communities has increased. 31 percent more Americans worked with their neighbor in 2008 than 2007.
- Over 441,000 more young adults (age 16-24) volunteered in 2008 than 2007, up 5.7 percent from about 7.8 million to over 8.2 million.
- In 2008, 78.2 percent of the nation's volunteers made a charitable contribution or non-monetary donation of \$25 or more in value compared with 38.5 percent of non-volunteers.

For more information, go to www.VolunteeringInAmerica.gov



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- They love what they do, so they do as much of it as they can. That translates into more productivity... a lot more.
2. **They're more engaged** – You don't have to make sure they're engaged in their job and with the company. If they have passion for what they're doing, they're practically *self-engaging*. This makes it far easier to retain the person over the long haul.
 3. **They're intrinsically motivated** – You don't need to throw huge amounts of money or a slew of perks at these candidates in order to make them happy. Verbal compliments and other forms of recognition for a job well done go a long way. Once again, this increases the chances of retaining their services.

As you can see, passion has a distinctly important role in the hiring process. Failure to identify which candidates possess it and which ones do not can have a negative impact on that process. In fact, it could even result in hiring the wrong person for the position.

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No athlete, actor, musician, or performer has ever excelled without the guidance of a coach. Leaders are like these people in that their success depends on their ability to perform. It is a strategy that many companies are using to build success!

Executive and corporate coaching is leading many companies and professionals to success. Every person and business can benefit from coaching. **Get a coach!** Leverage your leadership, management, and supervisory strengths and build the necessary skills for success today by getting a coach.

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Web Site Of The Month!

The U.S. Debt Clock

The purpose of US DebtClock is to inform the public of the financial condition of the United States of America. US DebtClock is dedicated to bringing to the public the most accurate up-to-date debt information possible. The numbers are laid out in such a way to give a complete snapshot of the country's balance sheet. Although the numbers involved are enormous, it is still easy to see the relative balance between the wealth generated and wealth consumed.



Check it out at: www.USDebtClock.org

Greatness is not in where we stand, but in what direction we are moving. We must sail sometimes with the wind and sometimes against it -- but sail we must and not drift, nor lie at anchor.

~ Oliver Wendell Holmes

