

Improving Results

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By Facing Our Challenges, We Discover Our Potential

STRATEGIC SOLUTIONS 510-432-7596

The Importance of a Good Cultural Fit

One of the aspects of the hiring process that's often overlooked by companies is that of **cultural fit**. In other words, how well a candidate fits into the overall culture of the organization. While at first glance, that consideration might not seem too important, it's actually crucial for ensuring a good hire with a high probability of retention.

There are two measures by which you can assess a candidate's potential for fitting into the company's culture. Those two are as follows:



- **The candidate's values or the things that they hold in most esteem.** One way in which to ensure that the candidates you hire share the same values as your company is to pro-actively promote the company's values. This can be done by posting them on its website, as well as someplace within the building, such as in the lobby. (The statement of values can also include the company's mission statement.)

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**Limited
Time
Only!**

FREE COMPUTER ASSESSMENT FOR SALES PEOPLE

Would you like to know the strengths and weaknesses of a sales person on your staff or someone you are considering for hire? Thousands of people have taken the assessments being offered by Strategic Solutions. The results allow you to objectively evaluate the skills of the individual. Is the person the right fit? Do they possess the skills necessary to do the job? What skills need to be improved to help them become successful?

The people are compared to national benchmarks which provides excellent accuracy in the results.

This is a limited offer! Contact Hank Sullivan at 510-432-7596 to learn how you can get a free assessment.

Attitudes Are Contagious...Is Yours Worth Catching?

Attitude development is at the core of achieving successful, desired results and outcomes.

The way you feel about yourself and others plays a crucial role into your personal and professional lives. In attitude development, we tend to always want to rush through the process. You cannot do this. You have to take it one step at a time if you are going to truly change your attitude. Attitude development is an important *and* difficult task- but not impossibility. And remember; it's up to you...only!

Here are a few tips on how to begin to develop a great attitude:



1. **Don't Stress** – This may be the hardest step of all in attitude development. Our level of stress can control what we feel about ourselves and how we judge others. It is very hard at times to control your levels of stress. You can decrease your stress levels by looking at every situation logically. There is always a logical explanation to all the stressful things that are plaguing your life. Take a moment to look at the area around you in times of stress and slip into a calm and relaxed feeling. With practice, you can be stress free...almost!

2. **Grow some skin** – Not literally. Grow some skin refers to not taking colleagues comments personally. People are going to name call or joke with you. You need to be the better person and shake it off. Ignore the comments that are more often than not, jokes, and you will be better off.

It is hard to "turn the other cheek", but it is more important that if you are going to make any change toward attitude development, you need to be able to just ignore the comments and move on.

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One Minute Ideas

The National Archives

The National Archives and Records Administration (NARA) is the nation's record keeper. Of all documents and materials created in the course of business conducted by the United States Federal government, only 1%-3% are so important for legal or historical reasons that they are kept forever.



Those valuable records are preserved and are available to you, whether you want to see if they contain clues about your family's history, need to prove a veteran's military service, or are researching an historical topic that interests you.

Check it out at www.archives.gov

The person who sows a single beautiful thought in the mind of another, renders the world a greater service than that rendered by all the faultfinders combined.
~ Napoleon Hill



Hank Sullivan is President of Strategic Solutions in Hayward, CA and a Nationally Certified Business Coach. He provides processes to assist individuals and businesses in improving results. He concentrates on leadership development/coaching in areas such as Management, Sales, Customer Service, and Strategic Thinking and Business Planning. In addition, he offers a program for youth leadership called America's Rising Stars.

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- **The manner in which the candidate likes to work.** This pertains to their “preference for production” and how it stacks up against the company’s standard operating procedures. Do they prefer to work alone? Or do they thrive in a more cooperative atmosphere? If there isn’t a match between the candidates’ most efficient mode of operation and the company’s, problems could arise.

Making a good hire a bad one

There’s no doubt that talent and skill set are important components in determining who to hire. In fact, it could even be said that those are the main factors in the decision-making and hiring process. However, it would be a critical mistake to not take into consideration the importance of a good cultural fit.



Without such a fit, a potentially good hire can sour over time. The employee will gradually become less productive, less motivated, and less likely to remain engaged in their position. All that means, of course, that they’re a prime candidate to leave, which is exactly what you **don’t** want.

If you have any questions about how we can help you with your hiring needs, contact us at 510-432-7596 or E-mail hsullivan@stratsolutions.net.

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When you do, you can easily move on to the second hardest thing to do in attitude development. This is to control your temper.

3. **Calm your temper** – You need to be able to calm your temper if you are going to change your attitude. There are times in which we almost achieve complete change in our attitudes of others and then our tempers explode. This is partially due to our behavioral make up. Some people have short fuse tempers while others have long fuse tempers. It doesn’t matter what fuse you have, only that you are able to control it. Attitude development is very hard at times, but it can be achieved if you are willing to take the extra energy and take care of the little issues that trigger your temper. When you have taken out those triggers you can begin to see your change of attitude.



4. **Read daily affirmations** – affirmations are positive statements you tell yourself. These affirmations will help you with all the steps above and in times of self doubt. Positive affirmations will go a long way in keeping a positive attitude for years to come.

“It is your attitude that is going to hold you back or catapult you to achieving your goals and success!”

~ Gary Sorrell

Your attitude determines your altitude in life. *How high do you want to go?*

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