



Freedom Practice Podcast

Episode 7 – Hiring the Right Team

Hi, this is Craig Hersch, and this is the Freedom Practice Podcast. In today's podcast episode, we're going to discuss hiring.

First of all, if you're looking to add a staff attorney, or you're looking to add a new staff assistant, like a paralegal or legal assistant, congratulations, you're overcoming the need to do everything yourself and you're looking to get some help. But it's scary adding new people, isn't it? You don't want to waste money, you don't want to hire somebody that's not going to work out, you're going to train them and then they don't work out. How do we avoid bad hires? Well, first of all, let's acknowledge that no one is going to hit the home run every time with every hire, every now and then you're going to get a dud. That just happens. You have to live with it and move on, but there are techniques that you can use to ensure that the party you're hiring will really fit into the slot that you want them to take over.

Now, if you haven't heard of the Kolbe analysis, Kolbe you should have yourself and every member of your firm take the Kolbe and I don't have enough time here to discuss the intricacies of Kolbe. In fact, we have a Kolbe certified specialist in the form of Maria Reimer at my firm who can help you just call us 239-334-1141. Maria can help you with Kolbe analysis, but suffice it to say that this isn't just any personality profile. It's actually developed by the daughter of the Myers Briggs test that you may have heard of. Basically, Kolbe divides us into four propensities factfinder, follow through, quick start, and implementer. The first three are really relevant to estate planning and practice the implementation part really isn't now let you read more about that from the Kolbe analysis. But I urge you to take the Kolbe analysis and to find out what you are, as well as what everybody in your firm is. From there you can see whether you have holes, as we tend to hire people who are like ourselves.

We like to hire folks who think the way we do who act the way we do and so forth. But what's the problem with that? Think about a basketball team. What do you have on a basketball team, you have a point guard, you have shooting guards, you have a power forward, you have the small forward, you have the center, and all of them are different physically. They all have different physical characteristics, and they all have different capabilities. They all play a different role on the team. If you had an entire team of centers, you wouldn't do very well. Just as if you had an entire team of point guards, you wouldn't do very well.

What the Kolbe analysis enables you to do is determine who's going to fit into what slot they have different types of tests that can help you determine that I'm not going to go into those here. But that's a starting point. What you have to realize when you're hiring people is you need people who have complimentary skills to yours, not the same skills. You need people have complimentary skills to those other people that you have in your firm, not the same skills. You want to round out your team, you want to diversify you want people who have different capabilities.

So, when you're going to hire that new attorney, or you're going to hire that new paralegal, you first want to determine what is it that they'll be doing. Then let's say you've interviewed five or six candidates, you've narrowed it down to one or two; you have those final two take the Kolbe analysis, and either you analyze it or you hire somebody to analyze it for you to see who might be the best fit.



Now with that said, you can have the perfect Kolbe, but they're not motivated. They're not intelligent enough. There are other factors, they may not fit well in personality wise with those in your firm. Those are subjective calls that you can make, or you can have some of your team also help you make, but at least you're on the track now, at least you know what the process might be to look for somebody who's going to play that role.

So, I hope that this gives you something to think about and that when you go to make your next hire, you hit the home run. If you found today's information valuable, please do subscribe to the Freedom Practice Podcast and you can also find us on the web at 4freedompractice.com. That's the number four (4) followed by freedom practice. So, it's 4freedompractice.com until next time, this is Craig Hersch and I look forward to speaking to you again soon.