The **4 C's** of Hiring Great Employees

How to build a winning team with the right employees

Culture	Chemistry	Curiosity	Competence
Find someone who shares the same values, goals, and motivations	Find someone who gets along with you and the rest of your team	Find someone who brings the intelligence and a willingness to grow	Find someone who has the skills and abilities needed to do the job well

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Culture

- Cultural fit is a critical component of your hiring process. It's about finding someone who is a good cultural fit for your team.

- This means that they both share the same values, goals, and motivations. They are also likely to have similar personalities and work styles. When this happens, you can build a strong team that will be able to work together and achieve great things.

- One of the biggest mistakes companies make when it comes to hiring is not understanding their culture. When hiring new employees, start by assessing your company culture and evaluating what traits are needed in each role. From there, you'll be able to determine if a candidate is a good cultural fit.

- Hiring people who do not share your company's values can cause problems down the road. For example, if someone is hired because they bring experience but they don't believe in what you are doing, they may not be as committed as they could be.

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Chemistry

- Chemistry is about having the right people in the right roles. When hiring, we are looking for the right fit on many levels—personality, skills, values, and even common experiences. But just as important is chemistry: the feeling that something clicks between two people.

- This is a subtle thing that takes time to develop, but it is worth investing in because it can have a huge impact on productivity and engagement. So when looking at candidates' CVs or talking to them in person, always look for signs of chemistry—whether it's a shared interest or a spark of excitement when you get to know each other. If there's no obvious chemistry, it may be worth taking a step back and reconsidering whether this is the right fit for you.

- It's a no-go if they don't get along with you and the rest of your team members. If the chemistry between both parties is off, it could cause issues further down the line.

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Curiosity

- Curiosity is a fundamental principle of growth and success. It's a sign of intelligence and a willingness to learn. And more than anything else, it's an indication that someone is hungry for success. That can't be overlooked.

- You want to make sure the person you hire is motivated and curious because those are traits that will help them grow in the position. You want people who are interested in what they do and who are always looking to learn more. They should also be willing to ask questions and show an interest in what you have to say. And they should be ready to do whatever is necessary if they see something they can improve upon. If someone has all of these traits, then you've got yourself a winner on your hands.

- Get a feel for where someone is at in their career and what their biggest motivators are. This will give you some insight into the level of curiosity they have and how likely they are to excel in the position.

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Competence

- Competence is all about how well someone will perform the job they are hired for. You want to hire someone who has the skills and abilities needed to do the job well.

- This is not something you can assess from a resume — you have to bring the candidate in for an interview. You'll want to be sure you are asking the right questions and making sure you understand the candidates' ability to perform the job. This is where you can dig a little deeper and get past some of the things you see on the surface.

- A competent employee will know how to do their job and be able to do it in a way that produces good results. If there are any doubts about a person's competence, they should not be hired. This especially applies to technical and any kind of engineering jobs.