



# Hiring and Retaining the Right Employees for Today's Opportunities

AIMED Meeting – December 2018



## Agenda

1. Dealer Feud! East vs. West
2. AIM Interview (Attitude, Initiative, Motivation)
3. Fireside Chat with Sally





## RECAP

- Competitive Compensation
- Positive Work Environment (Culture)
- Flexibility
- Autonomy
- Professional Development
- Sense of Purpose
- Happiness



## A Tale of Two Candidates

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>• University - 4 years</li> <li>• Good GPA</li> <li>• Jobs:             <ul style="list-style-type: none"> <li>– Resident Assistant 3 years</li> <li>– Country Club (summers)</li> <li>– Nanny (school &amp; summers)</li> </ul> </li> <li>• Volunteer             <ul style="list-style-type: none"> <li>– Dance Marathon 4 years (including team captain)</li> <li>– Hospital</li> <li>– Students with disabilities</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>• Private College – 4.5 years</li> <li>• Good GPA</li> <li>• Jobs:             <ul style="list-style-type: none"> <li>– Resident Assistant 2 years</li> <li>– Part Time jobs (school &amp; summers)</li> <li>– Nanny (summers)</li> </ul> </li> <li>• Volunteer             <ul style="list-style-type: none"> <li>– Sorority (Chair Roles)</li> <li>– Various charity events</li> </ul> </li> </ul> |
|---|---|

## AIM Interview

- Look for a person with a:
  - Good attitude
  - Strong initiative
  - High motivation



## AIM Interview- Attitude

- Questions:
  - Dig into reasons for looking for and leaving jobs (toward or away?)
  - In what areas have you been coached?
  - Tell me about a time when your attitude was not up to par.
  - If hired, how will I know when you're having a bad day?
  - Tell me about a time when you had unreasonable expectations placed upon you.
    - What were they?
    - How did you respond?
  - Tell me about a time you noticed a co-worker struggling. What did you do?

## AIM Interview- Initiative

- Questions: "If it is to be, it is up to me."
  - How much research have they done about your company and this job before the interview?
    - i.e. Have you visited our website? What did you find interesting?
  - How prepared were they with questions?
  - Give me an example of a time when you saw something that needed improvement, what did you do?
  - What actions would you take in the first two weeks if you were to join us?


## AIM Interview - Motivation

- Questions:
  - Why do you want THIS job?
  - What current goals do you have set for yourself?
  - What was the most recent goal you accomplished?
  - What was a goal you were not able to achieve?
  - Tell me about the last time you were really motivated at work. What was going on?
  - We all have times when we aren't as motivated. Tell me about the last time this was the case for you. What was going on?





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Has this ever happened to you? You see potential in an employee, they're a great culture fit, and you believe they'll be part of your long-term strategy. Then they accept a position somewhere else.

**DEC 13**

**Webinar: Retain Top Talent in 2019**

Thursday, December 13  
12:30 - 1:00 PM (Central)

[Learn How to Retain Employees](#)

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## Contact Information – Sally Brause

 [sbrause@greatamerica.com](mailto:sbrause@greatamerica.com)

 [pathshare@greatamerica.com](mailto:pathshare@greatamerica.com)

 866-629-5118

 [www.greatamerica.com/pathshare](http://www.greatamerica.com/pathshare)

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