

# 5 Key Insights for Hiring Staff

*Use this checklist as a quick reference guide when evaluating candidates.  
These five insights can help ensure better hiring decisions and stronger long-term results.*

- **Hire for Values and Cultural Fit:** Look for alignment with organizational mission and team culture. Skills can be taught, values usually cannot.
- **Assess for Potential, Not Just Past Performance:** Prioritize adaptability, learning ability, and motivation. Use DISC, Motivators, or EQ assessments for deeper insight.
- **Use Behavioral Interviewing:** Ask for specific past examples instead of hypothetical answers. Past behavior is the best predictor of future performance.
- **Value Diversity in Hiring:** Build teams with varied backgrounds and behavioral styles to increase innovation and reduce groupthink.
- **Prioritize Emotional Intelligence (EQ):** EQ—self-awareness, empathy, and relationship management—drives collaboration, leadership, and long-term success.

*Tip: Revisit this checklist before final hiring decisions to ensure balanced and thoughtful choices.*