## Get clear on the ideal CANDIDATE

List competencies for the role

List competencies for the culture

### Example Role Based Competencies:

* Efficiency
* Honesty/Integrity
* Organisation and Planning
* Aggressiveness
* Follow-Through on Commitments
* Intelligence
* Analytical Skills
* Attention to Detail
* Persistence
* Proactivity
* Flexibility/Adaptability
* Calm Under Pressure
* Strategic Thinking/Visioning
* Creativity/Innovation
* Enthusiasm
* Work Ethic
* High Standards
* Listening Skills
* Openness to Criticism and Ideas
* Communication
* Teamwork
* Persuasion
* Listen for intent, not just to what’s being said
* Capable of keeping yourself AND Chris organized
* You are a 15 out of 10 on the “proactive” scale
* Ethical

### Example Culture Based Competencies:

* Analytical
* Fast-Paced
* Informal
* Curious
* Never Assume
* Detail Oriented
* Never Satisfied/Always Hungry
* Results Focussed
* Personable (people skills)
* Common Interests
	+ Friendly
	+ Outgoing
	+ Interested in the role
* Eager to learn
* Intelligent / Common Sense

### 9 Predictors of High Capacity Individuals

* Drive
* Resiliency
* Adaptability
* Humility
* Integrity
* Effective intelligence
* Team ability
* Curiosity
* Emotional strength

**These CAN NOT be taught, so you need to focus on these with your hiring if you want any of them**