

Qualities of A Good or Bad Hire

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You may or may not be involved in hiring new CM employees. If you are, you might need some help in discerning whether a person would be a “good” or “bad” person to hire. Ideally, you should see the person in “real life,” rather than just a simple interview. People aren’t always “known” by their reactions to questions in an interview. Jesus said it clearly when He said,

“You will know them by their fruits. Do men gather grapes from thornbushes or figs from thistles? Even so, every good tree bears good fruit, but a bad tree bears bad fruit. A good tree cannot bear bad fruit, nor can a bad tree bear good fruit. Every tree that does not bear good fruit is cut down and thrown into the fire. Therefore, by their fruits you will know them.” (Matthew 7: 16-20)

If you don’t “know them,” you could ask them to serve alongside a trusted CM team member for a couple of weeks to see what kind of “fruit” they have. Here are some qualities that you should look for in a “bad hire,” and a “good hire.”

Qualities of A 'Good Hire'

1. **DNA** - Understands, and agrees with, the church "DNA" and core values.
2. **Professional** - Demonstrates professionalism (on time, dresses appropriately, is willing to do whatever is required during the application or “review” process, speaks positively about leadership).
3. **Servant** - Faithful, willing servant (does what is expected, and goes beyond the expectations with humility, willing to work hard to please and serve).
4. **Respectful** - Doesn't question authority or job expectations.
5. **Joyful** - Joyful in service and positive about job expectations.



Qualities of A 'Bad Hire'

1. **Different** - Doesn't seem to "fit" into the church DNA or core values.
2. **Unprofessional** - Late to meetings, unique dress, questions processes, speaks negatively about others or leadership.
3. **Unwilling** - Expresses unwillingness to devote time or effort toward ministry responsibilities.
4. **Disrespectful** - Disrespectful to supervisor or fellow team members in words, body language, or words.
5. **Grumpy** - Regularly complains about expectations or the attitudes of others. Doesn't reflect a joyful or peaceful character.



Can you change a “bad hire” to a “good hire”? This depends on many factors. If the person is a willing servant with a need for discipline or organization, you could teach this person how to improve. If the person is negative or angry in his or her “core” personality, there may be no hope to change this person from a “bad hire” person to a “good hire” person. If the person’s “bad hire” quality can be fixed by training, and IF the person is teachable, then you might “salvage” the person. If the person isn’t willing to learn, or is resistant to change, say “Good bye” graciously and pray for God to show him/her where to serve.