



John Gregory Vincent  
"The Turnover Terminator"

### Develop strengths when building the team

Most personnel training still focuses on getting our people better at what they are not very good at. This is time well spent when the people being trained have TALENT and INTEREST in the area they are being trained in. A massive waste of time and resources if they have neither. Want to build a world class team that will CRUSH your competition? Do it by developing STRENGTHS not areas of weakness in yourself and your employees.

### Talent beats "hard work" most every day!

We have a FEW areas of talent and MANY areas of mediocrity. What is talent with respect to work? Those areas that just come easily to us, the areas of our jobs that we have to spend little time "thinking through it". We see it and somehow know the answer, or at least the direction to travel. This is talent, when we develop an area of talent we build true STRENGTH.

Build what I refer to as a "fences" around areas of weakness. This is NOT about getting someone else to perform the task, just making it simpler to complete for people. Once that is done we and our employees can spend more time in our areas of talent, developing strengths and THIS IS WHEN WE CAN SOAR. Of course to do this you have to know what talent people have. This starts in the hiring process, or if you just "get who you get" their first day at work. Already have a staff, then immediately start seeking out their areas of talent. Regardless of which applies to you or if they all apply, the methodology is the same. Talent comes naturally it is the things we do without having to "work at it". Start paying attention to what topics in an interview the person really sits up straight for and starts talking about with true excitement. Start observing what area of their job employees go to when "overwhelmed", almost certainly it will be an area of talent and or strength. Why, because we are MOST comfortable in these areas they are our safe zones.

Start looking at what TALENTS the position you are hiring for requires not just the "job description" As an example you need a bookkeeper that has a knowledge of Excel and experience in small business accounting. GREAT but if this is a stand alone, no backup position do you not need someone of extreme detail, who is highly organized? Someone who lives for finding that penny in the check register, and having a perfect system to keep EVERYTHING in its place? THIS IS A TALENT and people either have it or not. Someone of extreme talent in organization and detail will ALWAYS outperform someone with little natural talent in these areas even when the less talented has much more experience. So what does a high detail person look like, sound like? They show up at their interview early with 4 copies of their resume and extensive research done on your company. They can tell you GREAT stories of how they organize their day and their lives they are EXCITED about their day planner!!

Start paying attention to these details when hiring or interviewing a new employee. Also start looking at present employees from a "talent" point of view to utilize them best. Ask people "What do you love to do?" Ask them what is the favorite part of their job? Start looking at and talking with people in terms of what they like to do, what they do naturally, what they gravitate to when under pressure. The better you can define YOUR talent and strengths and those of others the quicker you can MAXIMIZE human productivity and retention in your organization.

Want more information or want some dedicated help with this or other areas critical for human productivity and retention? Then contact us using the like below!

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