

Doron F. Eghbali Business Planning Law

What to Look For In a Potential Employee

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Given the relatively high number of qualified people looking for jobs and a relatively improving economy, it behooves employers to know what to look for in a potential employee. Let us review some of the basic characteristics an employee should possess.

1. POSSESSING EXPERIENCE OR LACK THEREOF

One of the seemingly salient factors for a successful employment is experience. Although experience could be the prerequisite for some jobs, this is not always true. First, if the employer aspires to revolutionize an industry and seek talented individuals who are capable and willing to change how everybody else does business, then an inexperienced person - with other characteristics shortly discussed - might be a better fit. In addition, an experienced person comes with lots of baggage which might need special attention and treatment.

In fact, the following traits are more important than experience:

- Ability to Learn.
- Ability to Get Along with Others.
- Ability to Understand Others.
- Ability to Respect Others.
- Ability to Accept Rejection.
- Ability to Follow Proven Methods of Success.

2. POSSESSING CREATIVITY

You want your employee to think outside the box when it comes to problems not encountered before. Your employee needs to be creative enough to successfully, efficiently and legitimately solve a problem without asking you for every detail.

3. POSSESSING RESOLVE

Your employee needs to know the job could be stressful and frustrating at times. In fact, the employee should be willing to tolerate a reasonable amount of stress and frustration as an inextricable part of the job. On the other hand, it is your moral and sometimes legal obligation to avoid a situation that unreasonably places an undue burden on your employee.

Furthermore, your employee should view problems as challenges and not as insurmountable difficulties.

4. POSSESSING HONESTY AND INTEGRITY

Your employees should be forthcoming to you at all times. In fact, being able to trust your employees is extremely important. In addition to entrusting your employees with your business and customer's financial data, you need to know your employee can deliver bad news to you or provide you the honest reason for some action or inaction.

Your employee should deliver on promises made to you or your customers. The employee should have the integrity to take responsibility for their mistakes and sincerely promise not to commit the same mistake again.

CAVEATS

1. EMPLOYERS ARE AS IMPORTANT AS EMPLOYEES

In fact, it is not just employees who are essential to a successful business. It takes two to tango. If you, the employer, do not respect your employee and do not properly compensate the employee, even the most ideal employee may not help you thrive your business.

2. UNDERSTAND THE IMPORTANCE OF HUMAN NATURE

Just keep in mind: Human nature does not change. So, seek to understand who the employee is and [whether you are the employer](#) who can help your employee contribute to the success of your business.

***DORON EGHBALI** is a Partner at the Offices of Law Advocate Group, LLP. He Primarily Practices [Business](#), [Real Estate](#) and [Entertainment Law](#). Doron Can Be Reached at: 310-651-3065. For More Information, Please, Visit: www.LawAdvocateGroup.com.*