

People Fit – The 4Cs

Continue using the same scale.

Character /25

- They hold to the minimum corporate values
- You would hire them again immediately if you had the choice
- You are proud of their character

Competency /25

- They have all the skills to carry out their role perfectly
- They are exceptional at their role
- Customers and team members agree that they do their role well
- They complete their projects or assignments on time and done excellently
- They ask questions and study the subject of their role

Chemistry /25

- They genuinely want the role
- Their score on the VALUES RATING SYSTEM above (<60%:2, 70's:3, 80's:4, 90's:5)
- You or others in leadership enjoy being around them
- They fit the tempo and pace of the organization

Capacity /25

- They have the capacity to do the role better than most
- They can grow inside the organisation as the organisation grows
- They understand the role and what is required of them each day
- They have everything needed to do the role well – today

Their Overall People Fit with your team: %

Hire Slow, Fire Fast.

If this person has a rating under 70%, consider what they may be costing you in poor fit, culture and possible productivity issues.

This tool can be used through the interview process as well to help ensure a better hire.