## People Fit – Values Rating System

Jim Collins has a well-known classification system for people found in Good to Great. Getting the right people on the bus, the wrong people off the bus and the right people in the right seats on the bus.

Having Danish heritage, I prefer the analogy of a Viking Ship. On a bus, everyone but the bus driver is a spectator wanting to be taken somewhere. On a Viking Ship, if you are spectating, you are off the ship. Further, if you have a cook trying to row – or visa versa – you might not get the results you are hoping for.

In your business, if you don't have the right people or have them in the right seats, you will be frustrated and will also suffer in trying to achieve your desired vision.

Once you have the Accountability Chart completed, or you are hiring a new person, you can evaluate each person using the following system. Grade them out of 5 on each statement.

## The Person's name:

Rate the person out of 5 for each of your CORE Values. 1 is low and 5 is excellent

CORE VALUE	RATING 1-5
How well they fit the CORE Values of the team	



## 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	
<ul> <li>Their score on the VALUES RATING SYSTEM above (&lt;60%:2, 70's:3, 80's:4, 90's:5)</li> </ul>	
You or others in leadership enjoy being around them	
They fit the tempo and pace of the organization	
Capacity	/25
<ul> <li>They have the capacity to do the role better than most</li> </ul>	, -
<ul> <li>They can grow inside the organisation as the organisation grows</li> </ul>	
They understand the role and what is required of them each day	
<ul> <li>They have everything needed to do the role well – today</li> </ul>	
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.

