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Ideal Employee

The following exercise will help you articulate the qualities you desire in your Ideal Employee. Please do not read ahead. Do each part of the exercise and then move on to the next part.

1. Describe your **Ideal Employee** – all the characteristics of your ideal employee including, but not limited to, work ethic, personality, salary range, and skills. The list should include 10+ characteristics.
 - Even though you were asked to create a long list, it is important to focus on what you really want. Once you have a list of adjectives highlight your top 5 characteristics – the lack of these characteristics would prevent you from hiring or retaining an individual. These represent your **MUST HAVE** characteristics.
 2. Then describe the **Employee from Hell** - Write all the qualities of an employee you would NOT retain. Describe characteristics from past employees that were difficult including, but not limited to, attitude, work ethic, impact on the team and lack of specific skills.
 - Once you have all your adjectives highlight the 5 items your Employee **MUST NOT HAVE** - these are your deal-breaker characteristics. You will not hire an employee with these characteristics.
- REMEMBER:** According to a recent Gallop poll, 68% of employees are not engaged at work. On average the **lost-productivity cost** of disengagement represents **\$3,400 per \$10,000 of salary!**
3. Then describe the type of leader **YOU HAVE TO BE to attract your IDEAL EMPLOYEE** - describe the values, characteristics, conduct and habits you would need to attract the ideal employee you described.
 - Since we cannot be all things to all people once you have your list of adjectives highlight the 5 characteristics that show off your **BEST SELF** at work.
 4. Rate your current employees on each of the characteristics you described above using a scale of 0-5 (0 being does not have any of the traits you described - 5 being it describes the career perfectly). Do this for your **top 5 MUST HAVES**, **top 5 MUST NOT HAVES** and then rate yourself on each of your **top 5 BEST SELF** characteristics.

Congratulations! You now have a filter to determine your ideal employee!

*This is an adapted version of Anthony Robbin's Ideal Mate Exercise available in Get The Edge



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Laura Treonze, serves as Chief Life Strategist with **LMT Consulting**, which helps individuals and companies create massive success through self-awareness.

LMT Consulting was founded on the core belief that behavioral understanding is the key to personal and professional success. By uncovering natural behavioral styles we help growth-minded individuals build plans that focus on their personal strengths. We provide the tools to help people understand how to show up as their best self in all situations so they can manage their energy instead of their time, direct conversations instead of reacting to

them, and communicate with everyone at a higher level. Unlike traditional business coaching, we know personal lives play a huge role in how people show up professionally. Our coaching programs are specifically designed to help you understand and articulate what you really want so you can create your ideal work-family balance.

LMT Consulting executive and life coaching has transformed and redefined the way non-profits, small teams and corporations “do” business. Our coaching is proven to boost individual confidence, increase self-awareness, improve group understanding, reduce conflict, improve team-building, and enhance commitment in all aspects of life.

It became apparent that the work **LMT Consulting** was doing to help companies, teams and business leaders with behavioral understanding was needed outside of the office and taken to a more personal level. Many of the issues that cause people to seek executive coaching also apply to parents and their interactions with their children. **LMT Consulting** is dedicated to empowering families to live healthier, happier, more resourceful, and resilient lives by increasing self awareness of the strengths of every member of the family, understanding how children process information and how to communicate more effectively with each other through its innovative “*The Social Behavior of Families*” Training.

At **LMT Consulting** “*Our mission is to help people do and be more than they thought physically, mentally, spiritually and financially possible while building businesses and lives worth talking about.*”

Reach out to us today and start on the exciting path of behavioral understanding, awareness and development! Isn't it time for you to *build a business and life worth talking about?*

To learn more about our services, please go to www.lmtworthtalkingabout.com

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