

HIRING INTERNALLY

As you cast your collective mind over your current practice members you may identify individuals who fit the Super CA description as listed in the character traits list.

The value in hiring from your current practice members is manyfold.

- A person who has been under your care and involved in the practice knows the ethos of the business, which makes for an easy entry to being on the team.
- You get a chance to evaluate them over time as you adjust them.
- You can plant ideas to identify their passion. This may mean testing them and their work ethos in many ways without them knowing that they are being 'interviewed'.
- You can ask questions like;
 - "What do you love about your current job?"
 - "What don't you like about your current job?"
 - "What would you like more of in your work?"
 - "If money was no object what would you do in your ideal job?" etc.
- You can find out about limitations that may affect them in the workplace such as how supportive is your partner/family/parents in your work?
- You can find out what their career/study/travel/pregnancy plans are.

Hiring from within can be a strategic process where you identify people who may be ready in several years (or longer) for a certain role in the practice. We identify people who will make great chiropractors and plan for them to work alongside us for a period before embarking on their chiropractic studies.

A downside of hiring from within can be that if you make it known that you are looking for a CA and people who do not fit the profile are keen to work with you, you will have to disappoint those who may have been loyal practice members. Not the easiest thing to do sometimes.

ACTION STEP

Create a checklist of people in the practice who you think could be Super CAs.