

If the Job Fits

Ever wondered about the Cinderella Story? No? Well you're about to.

For starters we have this determined Prince (Charming) fellow charging off around town with a glass slipper he is convinced will only fit one girl. One girl? I mean – come on! Surely any blonde with a good line and a size six and a half narrow could have wheedled her way into the palace, right? Surely that shoe couldn't fit only one foot in the entire kingdom?

According to Prince Charming the answer was 'Yes, it could.' And he wasn't letting up until he found her. If the guy was around now, I'd hire him; he'd make a brilliant recruiter.

So, am I saying that there's only one perfect applicant for every position to be filled? Not at all. But I am saying that too many companies hire the first blonde with a six and half narrow that they come across.

In other words, they fall into the trap of hiring the first textbook applicant they find; the one with the practical skills and experience that best matches the written advertisement they placed.

What's wrong with that? Sometimes, nothing. But many times, everything is wrong with that.

Let me put it this way: Your company is a living breathing entity – and it's unique to every other company ever created. Just as on the outside, many aspects will seem similar to your biggest competitor, on the inside many aspects will be vastly different. Think of it like a coffee shop menu. Everyone can offer cheese on toast, but few will create, present and serve it *exactly* the same as the others in the street. It's these subtle differences that make you choose one over the other; makes you feel more comfortable at one than the other.

What makes your company unique are your values, your structures, your goals and your attitudes – in short, your *Company Culture*. What continues to grow the success of your company is the adherence to this culture.

Once we understand this, it's not a big jump to understanding that to find the perfect fit for our companies means delving deeper than just what the resume states.

One simple example: Imagine your company has an open door, teamwork policy and this has formed the framework of your success. You have nurtured good people who are inspired and satisfied and as a result an opening appears for an extra key staff member.



Along comes Jane with all the right credentials. She has the experience and the qualifications, she's motivated and she answered all our questions to our satisfaction – so she's perfect right?

Maybe. But what if Jane is a cowgirl who likes to work alone and dislikes sharing? On the surface this may seem like a small problem. But it's not. It's a situation with the potential to undermine all the previous company success. Resentment and dissatisfaction can fester and before you know it, your key staff are looking over the fence to the competitor's paddock.

Yep, Jane was the proverbial first blonde, size six and a half narrow. The tragic thing is that Jane herself didn't even know she wasn't the perfect fit. The even more tragic thing is that the whole scenario could have been avoided.

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