

# HIRE, DEVELOP AND REWARD EXERCISE

According to LinkedIn, the Top Five Most In Demand Soft Skills that businesses are looking for in 2019 are: Creativity, Persuasion, Collaboration, Adaptability & Time Management.

Can't argue with them since our content addresses all of those skill sets. I would like to make the argument that most organizations say they are important and then do a poor job finding, developing and rewarding people with those skill sets. I encourage you to consider using the graphic the graphic on page two as a tool to evaluate your organization's effectiveness in these internal processes.

Assemble a group of cross functional employees and answer these questions. If these skills are TRULY important; your internal hiring, development and recognition processes should intentionally reflect that.

## Top Ranked Skills

### Hiring

### Development

### Rewards & Recognition

#### Creativity

- Do you intentionally look for this skill in ALL functions?

- Are developing these skills part of the annual goal setting process and development plans?

- Do managers frequently reward & recognize people who exhibit these skills

#### Persuasion

- Do you ask interview questions on this skill?

- Do you offer training on these skills?

- Are these skills formally a part of the annual performance review process

#### Collaboration

- Do your questions truly assess this skill?

- Do you practice these skills daily?

- Are people who show continued increases in proficiency in these skills more likely to be promoted or get higher salaries/ bonuses?

#### Adaptability

- Do you use case studies to uncover this skill?

- Do you coach others in developing these skills?

- Are there consequences for people who fail to develop these skills (demotion, coaching or termination?)

#### Time Management

- Do you ask for specific examples where they've displayed this skill?

- Are these skill sets encouraged in your culture?

- Do you weight these skills with more importance than experience?

- Are developing these skills a part of informal performance discussions throughout the year?