

## RECRUITING SCALE

WE ARE A SELECTIVE GROUP OF AGENCIES, IT'S OKAY TO TELL PEOPLE NO!		
Rating		Grade
0 or 1	<b>DISCIPLINED WORK ETHIC</b> (Working when no one else is watching...biz owner, straight commission, main confidence anchor they bring up is their work ethic)	/1
0 or 1	<b>OWNERSHIP</b> (Some way they can show they treated their career like it was their own business - Whatever it takes kind of mentality)	/1
0 or 1	<b>TEACHABLE/COACHABLE</b> (Specific example of learning something)	/1
0 or 1	<b>DRIVEN/COMPETITIVE</b> (Played a sport/Likes competing)	/1
0, 1, 2, or 3	<b>EXPERIENCE</b> (D2D, B2B, or B2C experience '+1'....straight commission '+2'....both = 3)	/3
0 or 1	<b>CULTURE FIT</b> (Think hanging at trainmores)	/1
0 or 1	<b>X-FACTOR</b> (Great first impression gets you super excited...think about what people see when they walk into a business. Would you be excited to introduce them to the sharpest person in your organization?)	/1
0 or 1	<b>FINANCIAL SITUATION</b> (On final interview. "If you had a slow first month and made \$700 less than your monthly number does that mean eating ramen noodles and living out of your car?" Looking for them to say, "No, I have a cushion.")	/1
<b>TOTAL</b>	<b>TOTAL 0-10 SCALE</b>	<b>/10</b>

**REMEMBER:** You're hiring someone to shake a stranger's hand and get banking info in 30 min or less.

**REMEMBER:** If they're not FULL TIME erase all the numbers and move on!

**REMEMBER:** We don't hire below a 7!