Hiring, Firing and Paying Within Your Firm

The following is adapted from:

FIRE™ PROOF

Hiring, Firing, and Paying

Any law firm owner will tell you that hiring new staff can be a monotonous process, draining on time and energy.

That's because the standard process of rifling through résumés, conducting face-to-face (or virtual) interviews, and verifying references is inherently flawed. It's based on conjecture, structured in a make-or-break way that almost forces candidates to take "artistic liberties" to sway the odds in their favor.

After 25 years of running Michigan's largest personal injury law firm, I've learned a vital truth when vetting prospective employees. No two people are alike; therefore, a one-size-fits-all hiring approach is doomed to fail.

These days, my firm uses the Fireproof testing methodology to determine an applicant's individual strengths and whether they embrace the core values so vital to our success.

It's easy to be fooled by someone's exaggerated résumé or dog walker posing as a reference. These tests provide deep insight into whether a candidate is a good fit and how we can best communicate with and nurture a new employee.

A carefully curated, aligned team is vital to your firm's growth. Toss out the generic interview template and start honing and testing each contenders' individual attributes instead.

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