



7 C's for Hiring Staff or Adding Leaders

Luke 14:28-33 (NKJV)

²⁸ For which of you, intending to build a tower, does not sit down first and count the cost, whether he has enough to finish it— ²⁹ lest, after he has laid the foundation, and is not able to finish, all who see it begin to mock him, ³⁰ saying, 'This man began to build and was not able to finish'? ³¹ Or what king, going to make war against another king, does not sit down first and consider whether he is able with ten thousand to meet him who comes against him with twenty thousand? ³² Or else, while the other is still a great way off, he sends a delegation and asks conditions of peace. ³³ So likewise, whoever of you does not forsake all that he has cannot be My disciple.

Some serious questions one should consider asking themselves when hiring or seeking to bring on a staff person or elder:

1. CHARACTER -

Does the individual possess Christian virtues, honor, loyalty and respect for authority?

2. COMPETENCE -

Is the individual capable of fulfilling the job description with a spirit of excellence?

3. CHEMISTRY -

Is the individual someone that you and the staff/team would like to be around and would get along with well? In general, do you enjoy their company?

4. CAPACITY -

Is there room for leadership growth? Can the individual grow beyond where they are at in their present skill set? Can they learn something new with an eager and teachable spirit?

5. COURAGE -

Is the individual capable of standing up for you and the staff/team without being prompted to do so? Are they strong enough to not be moved by outside critics or skeptics? Are they strong enough to confront or speak up to others when need be on their own accord?

6. CORE VALUES -

Do they personally embrace the core values of the leader and the organization?

7. COST -

How much will this new hire cost in time, talent, and treasure? How much time will this cost you and/or staff to train the new candidate the skills that are missing? What will this cost the organization if you get this wrong?