

Getting the Right People on the Bus



Company culture can be largely defined by the shared values or behaviours of the people who work there. Identifying what behavioural qualities your employees value most at work is the first step in getting the right people on the bus. It is sensible therefore to evaluate prospective new employees based on their values and what behavioural qualities and how well they align with the those of your company, your team and its leaders.

Below are the most common behavioural qualities held by individuals in terms of how they want to be rewarded, how they prefer to communicate, and how they make decisions. Assess where you and your organisation sit with these, then look to coax out where your prospective employee resides on these features:

Behavioural Qualities	Rewards	Communication	Decisions
	High Pay for Good Performance	Sharing Information Freely	Seeking Input from Others
Praise for Good Performance	Confronting Conflict Directly	Decisiveness	
Rewarding Team Success	Taking an Informal Approach	Finding Compromise	

Area 1: Leading your employee through rewards and communication

- What is the best way to motivate and communicate with you?
- What opportunities are important to you as you grow with a company?

Area 2: How employee prefers to communicate and make decisions

- How were you part of your team's success?
- How have you worked with your teams to overcome obstacles?

Area 3: Learning from others for success

- Think of the company where you did your best work. How did they reward, communicate, and make decisions?
- What frustrated you there? How did you overcome those difficulties?

Considerations as you grow your team and culture:

1. Leavers – Did they leave due to poor fit? What qualities did they hold that didn't fit your culture? Knowing helps you to not make the same mistake again!
2. Are there any new behaviours you want to bring to the company? Changing culture isn't easy, but if you're looking to change, you should hire people who bring those new behaviours.

Beta4Change is a niche Cultural Change Consultancy for engaging and sustainable Ethics, Compliance and Code of Conduct embedding programmes. As Organisational Psychology and People Change experts with deep specialist knowledge of all aspects of business compliance, we facilitate lasting ethical behaviour improvements. We do this by developing the virtuous cycle for improving trust, integrity, compliance, performance and company reputation. We build personalised business ethical cultures, with an engaging approach that brings your employees with you.

