

Hiring Long Lasting Employees

By: David Tetzlaff, Esq.

<http://commercialcounselor.com/>

Hiring long lasting employees is of great benefit to a business, even these days when workers are especially mobile, often changing jobs and employers on a regular basis.

The old paradigm of workers staying with one company for years, even decades, may no longer apply, especially in tech and other fast moving fields, but this doesn't mean you shouldn't strive to create a long lasting team to help you succeed.

Employers still value stability, even if the stigma of job-hopping has receded, and the focus on short term results often trumps long term planning. Long term employees offer continuity and company knowledge that cannot be matched by short term workers even in an age of advancing technology and new competition that require quick action in response to market factors.

The cost of recruiting and training a new employee is also substantial, requiring time, effort and money.

For all of these reasons, a stable workforce with long lasting employees remains an important goal.

A recent [article](#) at Inc.com, written by a small business owner, offered five secrets to hiring long lasting employees.

1. Don't hire yourself. Your team of people need to complement one another and everyone should not have the same virtues and faults as you.
2. Hire people with different personality traits. People with the same traits tend to clash.
3. Check references to make sure the applicant is a team player. You don't want a selfish worker only interested in themselves and not the company.
4. Dig deeper to find out more about applicants who interview well but won't necessarily be the best fit for your team. One way to do this is to ask repeated questions, coming at things from different angles to uncover inconsistencies.
5. Approach the hiring process as if you are making a long term investment. Make sure you like the people you hire since you will be spending so much time with them.

As the economy improves, companies will need to hire more employees. Legal issues related to discrimination, ADA (American With Disabilities Act) and other matters need to be taken into account.

Ultimately, those companies with an effective hiring and screening process, aimed at finding the right people, will be better positioned to meet the challenges they face. One way to ensure this happens, both now and in the future, is to hire long lasting employees.

Link to Original Article: <http://commercialcounselor.com/hiring-long-lasting-employees/>

For over 35 years small businesses, major corporations, public entities, individuals and insurance companies have depended on Tharpe & Howell, LLP, to deliver pragmatic, innovative, cost-effective legal advice, civil litigation and transactional solutions. For more information, please contact us at (818) 473-5720 or email your request to cabusinesslawreport@tharpe-howell.com.