

**PATRIOT BUSINESS COACHING  
CLARITY OF PURPOSE, SYNERGY OF GOALS**

## *The Role of Passion in the Hiring Process*

There are a lot of aspects to consider when interviewing candidates for an open position - skill set, years of experience, ability to fit into the company culture, etc. The list goes on and on. However, there's one factor that many companies completely overlook, and it can often come back to haunt them.

### *That factor is passion.*

A candidate's passion for what they do could be considered the "X Factor" of any search. That's because when a person has passion for their job, they're compelled and they're driven to not only carry out the duties of the position, but also to do so extraordinarily well. For people with passion, going through the motions is not an option. In fact, it's not even a consideration.



Here are three reasons why employers should hire people with passion over people who lack it:

1. **They're more productive** – People with passion don't leave at 5 p.m. on the dot, and they often work through lunch.

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## *Do You Need To Enhance Your Leadership Skills?*

Executive coaching is a powerful way to develop leadership skills and to help drive successful outcomes. Companies are investing in executive coaching opportunities at a rate of about \$1 billion annually and growing at a rate of about 40% per year for one-on-one help for increased performance.

Executive coaching helps create awareness, improve performance, generate action, facilitate learning and growth, and helps develop sustainable attitudes, skills, and behaviors for positive results.



It is only effective when the executive realizes that a coach can help them "get where they want to go" and are open to change.

A good coach will help you prioritize your goals, achieve your goals, make better decisions, utilize your potential to its fullest, increase motivation, eliminate obstacles, improve morale, and enhance relationships.

Coaching should be implemented within a company for new hires, people being promoted or changing roles, handling major company changes, as an intervention, with training and development programs, and/or as a management tool.

Executive coaching is really about understanding where you are today, where you want to be, and learning what is necessary for you to successfully get there. Coaching helps accurately identify strengths and weaknesses, examine the impact of their behavior on others, and regularly and intentionally reflect on values, goals, and effectiveness.

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# One Minute Ideas

## Volunteering □ Trends and Highlights

- Even with the economic crisis, volunteering levels remained relatively stable with 61.8 million adults donating approximately 8 billion hours of service in the U.S. in 2008.
- Conversely, less-formal ways of serving in communities has increased. 31 percent more Americans worked with their neighbor in 2008 than 2007.
- Over 441,000 more young adults (age 16-24) volunteered in 2008 than 2007, up 5.7 percent from about 7.8 million to over 8.2 million.
- In 2008, 78.2 percent of the nation's volunteers made a charitable contribution or non-monetary donation of \$25 or more in value compared with 38.5 percent of non-volunteers.

For more information, go to [www.VolunteeringInAmerica.gov](http://www.VolunteeringInAmerica.gov)



**Volunteer Services**



**Patriot Management Systems** has provided Coaching and Consulting Services to companies nationwide at all levels of the organization from executives, managers, supervisors, and sales managers, to front line staff. We are dedicated to helping people and companies achieve their dreams and goals.

Visit our website at: [www.plangoals.com](http://www.plangoals.com)



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- They love what they do, so they do as much of it as they can. That translates into more productivity... a lot more.
2. **They're more engaged** – You don't have to make sure they're engaged in their job and with the company. If they have passion for what they're doing, they're practically *self-engaging*. This makes it far easier to retain the person over the long haul.
  3. **They're intrinsically motivated** – You don't need to throw huge amounts of money or a slew of perks at these candidates in order to make them happy. Verbal compliments and other forms of recognition for a job well done go a long way. Once again, this increases the chances of retaining their services.

As you can see, passion has a distinctly important role in the hiring process. Failure to identify which candidates possess it and which ones do not can have a negative impact on that process. In fact, it could even result in hiring the wrong person for the position.

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No athlete, actor, musician, or performer has ever excelled without the guidance of a coach. Leaders are like these people in that their success depends on their ability to perform. It is a strategy that many companies are using to build success!

Executive and corporate coaching is leading many companies and professionals to success. Every person and business can benefit from coaching. **Get a coach!** Leverage your leadership, management, and supervisory strengths and build the necessary skills for success today by getting a coach.

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# Web Site Of The Month!

## The U.S. Debt Clock

The purpose of US DebtClock is to inform the public of the financial condition of the United States of America. US DebtClock is dedicated to bringing to the public the most accurate up-to-date debt information possible. The numbers are laid out in such a way to give a complete snapshot of the country's balance sheet. Although the numbers involved are enormous, it is still easy to see the relative balance between the wealth generated and wealth consumed.



Check it out at: [www.USDebtClock.org](http://www.USDebtClock.org)

*Greatness is not in where we stand, but in what direction we are moving. We must sail sometimes with the wind and sometimes against it -- but sail we must and not drift, nor lie at anchor.*

~ Oliver Wendell Holmes



Linda Stinson

## Some Thoughts on Entrepreneurship

Economists generally agree on the importance of small business in the development of a growing economy. Local, state, and

government officials, including President Obama, are touting the entrepreneurship of those who create and grow small businesses. Many of those who recently joined the ranks of the unemployed are looking to entrepreneurship as the path to their future personal success, but is that the best path for everyone?

A recent article which helps to clarify the decisions faced by many, was entitled *How to Decide if Entrepreneurship is Right for You* was written by Colleen DeBaise and appeared in the *Wall Street Journal*. The article asks the reader to consider five questions:

1. *Am I passionate about my product or service?*
2. *What is my tolerance for risk?*
3. *Am I good at making decisions?*
4. *Am I willing to take on numerous responsibilities?*
5. *Will I be able to avoid burnout?*

Let's start by defining an entrepreneur as someone who would like to start a long-term business, one which could provide the owner and others with a steady income and would grow over a period of years. We will not define the business as being high-tech, unique, or common place, but just one that was started with some longer-term expectations.

To illustrate these points, let's consider a fictitious, but commonly experienced situation, involving my fictitious neighbor Sam. Sam worked at a local factory, which closed for good a few months ago. Sam was eligible for unemployment insurance, but that would only help during a transitional period, so some decisions had to be made. Sam discussed his future with his wife and they decided that they liked their town and were not interested in relocating. Their finances were limited, but they did own a lawn mower and a pick-up truck. So without any prior experience as an independent business person or as a landscaper, the decision was made.

Sam had a sign painted on the doors of his truck and started going door to door, seeking customers. He offered a very attractive price, because he was just willing to get-by. Over time he picked up a dozen customers and a small business was started.

Now first, did Sam have a passion about his job? His passion was in the benefits from the job, not the job. He did not want to relocate and his only local source of income was cutting lawns. His previous work experience was in a factory, where he performed the tasks assigned and received a steady check each week. Maybe over a period of time he could develop a passion for the work or maybe he could become uninterested.

Second, he entered the business with a minimum of risk. He had the truck and the lawn mower, so his investment was minimal. As time passes, risky decisions will need to be made. What happens if the truck needs to be replaced or there is a need to upgrade to a commercial grade mower? Now there is the risk of borrowing money and possibly using your home as collateral. Growing businesses need cash.

Just as an aside, several years ago my real next door neighbor and I were discussing a business he had just started. He had grown up in a rural part of Michigan, where for many generations; his family had owned and operated a farm. He explained that each year his family would borrow against the collateral in their home to purchase the necessary seed, fertilizer, and supplies to plant the annual crop. This is the source of the term, *betting the farm*. Farmers understand and live with that risk, but will my friend Sam?

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"Leadership is the ability to decide what is to be done and then to get others to want to do it"

*Dwight D. Eisenhower*



"Anyone who stops learning is old, whether at twenty or eighty. Anyone who keeps learning stays young."

*Henry Ford*

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Being in business for yourself means that you make the decisions. As an employee, in most cases, the important business decisions were made by someone else; the owner. Now for the first time you need to have the knowledge and courage to make business decisions. Sam may ask for help in making those decisions, but can he trust the source of that help to have his best interest in mind and completely understand the situation? Sam will learn the *buck stops here*.

Sam had no doubt that he could do a good job cutting lawns. He had cut his own and those of other family members, but now there were other aspects of the business which required his attention. How does he get new customers? How much should he charge in order to make a profit? Should he hire some helpers? A business owner must wear many hats, some of which he must learn and some of which he finds to be unpleasant. He may begin to yearn for the good old days when all he had to do was come to work and perform his assigned tasks. As an entrepreneur in a small business, all the tasks are yours and all need to be completed well to assure success.



It can be a very exciting experience to start a new business. Working for yourself for the first time; watching you customers grow from zero to ten and then to 20; and seeing your name on the side of the truck can all be very rewarding and motivating. But then after a few weeks, you begin to fall into a rut. You begin to cut the same lawns over and over, week after week. You get a little bored. Initially you were motivated by the benefits of being an entrepreneur, but now you are having difficulty with the motivations needed to successfully run and grow your business. You begin to get discouraged by potential customers who reject your proposals. Current customers are constantly complaining about this and that. The initial motivation is now turning into burnout and you can't fire yourself.

"In calm waters every ship has a captain"  
*Swedish proverb*

We often preach that success is not just the product of luck and hard work. Many hardworking businesspeople fail and it's not because of bad luck. Knowledge and skills are important, but good habits and positive attitudes are vital to success in business. Before deciding to try the entrepreneurial path, one must understand whether or not it's demands match the individual's attitudes. Learn what God put into you and use it. Build on your strengths before you try to overcome your weaker talents.

In conclusion, there are some who have the attributes which will be of benefit in building a new business. There are others who have the attitudes which are vital to the survival and growth of existing businesses. It's important to understand the best environment for your personal success. A good business coach can help you better understand your best choice.



In today's high-pressured business environment, we often do not have the time or money to either go to a distant town for a class or wait for the next local program. E-learning has been used for years in larger businesses to overcome this issue and now available to small businesses through the **BUSINESS TRAINING TEAM**.

**Control +Click: [BUSINESS TRAINING TEAM](#)**

Our ever increasing number of subjects includes:

*Understanding Blogs*

*Finding and Hiring the Right People*

*Local Business Marketing on the Internet*

*Facebook for Business*

**Let the Patriot Coaches help you with  
your business challenges**

*Linda Stinson*

*John T. Capps III*

*Bob Stinson*