



RYP Quarterly

The “BEST” Attributes to Look for in Any Potential Staff Member, Client, or Supplier

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At the 10 Minute mark of an interview, I look for these “BEST” attributes
Over the course of a professional career, people become more discerning around the attributes to look for in current and future employees. How someone presents on first impression is all-important as it sets the base platform of a relationship. So, what are some key attributes to look for to assess a person’s character?

What follows are what I look for in any person I interview and are identifiable within the first 10-minutes of meeting. ***These are the BEST Qualities:***

B:

Body Language:

How a person walks, the posture they assume, and the energy they give off are all visual clues on how a person views the world.

- *Are they confident, shy, unassuming, flamboyant, reserved, distracted, nervous, engaged, or energised?*

Balance: (Personal)

How a person navigates their Front Yard (careers) with their Back Yard (Personal Life) is a good way to learn their values.

- *Do they have interests outside work?*
- *How aware are they of the world around them?*
- *Do they share anything about themselves or their family?*
- *Is everything just about them and their career?*
- *What is their small talk?*

E:

Eye Contact:

Making eye contact is an important part of actively listening and showing respect, so it is important to notice where their eyes look.

- *Where do their eyes focus?*



- *How do their eyes react to the questions asked and subsequent conversation?*

Energy:

Your energy always precedes you. You only have one opportunity for a first impression, and the first thing anyone notices is a person's energy.

Enthusiasm:

Do they have a positive outlook on life?

- *Are they enthused about opportunities?*
- *Are they keen to value-add and make a difference?*
- *Have they taken the time to learn a bit about you and why you are talking to them?*
- *Are they happy?*

S:

Smile:

Are they warm, empathetic and interested with a natural smile?

- *Do they have a polite, natural approach when they meet and greet you?*
- *Do they laugh?*

Style:

Their dress sense, grooming, language used, and image they portray reflects their character and Personal Brand.

- *What is their personal style?*

Self-Aware:

How self-aware are they of their presence and the people they are talking to?

- *Is it all about them, or are they inclusive?*
- *Is their language "I" or "We"?*
- *Do they pick up the verbal and non-verbal cues of their audience?*

Story Tell:

What is their ability to tell their authentic story?

- *Do they hide behind all the brands and titles they have worked for?*
- *Do they describe achievements, milestones, learnings, and life moments?*

T:

Talk:

Can they talk naturally, freely, and consistently in keeping with the audience they are in?

- *How do they adapt the conversation to appropriately engage with their audience?*
- *Can they hold a conversation, or do you need to extract information from them?*

Team:

Are they team or individual orientated?



- *Can they demonstrate how they fit into teams and what value they bring?*
- *What teams (formal and informal) are they currently a member of?*
- *What is their approach to team dynamics?*

THE “BEST” Framework

BEST is a simple framework to assess someone’s character through a face-to-face conversation. At the 10-minute mark you should be able to assess if someone has a good showing of these qualities. If they have, continue with the interview, if they haven’t then politely and constructively end the interview.

NOTE: No personal CV can reveal a person’s character.

A person’s character is everything. If a person has the right attitude, then it is highly likely they will be a great addition to your team. A poor character brings a poor attitude, and this is what kills the culture of a team.

“A Bad Attitude Cancels Out All Other Positive Skills”

Facta Non Verba – Deeds Not Words

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