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## 4 TIPS TO ENSURE A REWARDING EXPERIENCE WHEN HIRING OTHERS

Hiring an employee can be a big step for many small business owners. It means the end of doing EVERYTHING yourself and passing off some of the work!

In order to make the experience rewarding for both you and your employees there are a few things that every boss and leader should do...

1) Reward people for a job well done. It's frustrating working for someone who enjoys all the financial rewards of the efforts put forth by the entire team, especially if they don't recognize what everyone has accomplished and contributed.

It doesn't take much to acknowledge the effort of your staff. It makes a HUGE difference in the working atmosphere when you take a few moments to acknowledge your team. People like to know that they've done a good job.

2) Always provide a balance between positive and negative comments. Your job as a leader is to recognize the talents of those around you and feed them with the motivation and positive energy to take YOUR ideas to entirely new levels. Help them serve you better by building up their confidence... not tearing it down.

3) Step up and accept responsibility for your projects. At the end of the day if things don't go according to plan, in my opinion, the responsibility falls onto the leader's shoulders. Stand up and accept the responsibility should anything ever go wrong.

If your staff always bear the burden of projects gone bad, it will drag people down and destroy your working environment. Start contributing to the emotional bank account of those around you.

If you acknowledge the behavior you want to see more of, you'll start seeing more of it. Be positive and accept some responsibility when things don't go according to plan.

4) When you have good people it's your responsibility as a leader to hold on to them. People with talent will take your company to entirely new levels but if they keep leaving, the growth of your company will be stunted.

People with skills know that they have options. Hanging the carrot of a potential big pay day will only work for a certain period of time. After a while it wears off and they start looking elsewhere. The last thing you want is for them to end up with your competition.

So the moral of the story is find good people, train them, treat them well, and your business will take off.