THE ATTRIBUTES WE ARE LOOKING FOR IN TEAM MEMBERS

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The attributes we are looking for in a TM are not things that we can teach. The attributes we are looking for are things people were taught when they were raised. They are things that are engrained in the values of someone.

1. Integrity-We can’t teach integrity. Either someone has it or they don’t.
2. Fun- Now here they don’t need to be super upbeat but you need to be able to see that they have the ability to have fun.
3. Passion- This does not mean they have to be on level 10 about working at Toppers but they need to show they can be passionate about something. Ask them about a hobby and see if they can show the ability to be passionate. Loving everything about Toppers will come in time.
4. Honesty- Ask them about a time they were honest. Can they show genuine honesty?
5. Kindness- Ask them a time that they showed genuine kindness.
6. Respect- Were they on time for the appointment? Did they show respect for the interview?
7. Common Interests- The team needs to have common interests. Make sure you are hiring people that will gel with your team.

Each team member you hire needs to have a part of each one of these attributes. We can teach people to do bookwork and how to make a pizza. We can’t teach people how to just be good human beings.