



HOW TO RECRUIT YOUR NEXT BEST EMPLOYEE

without wasting time & money digging through
the graveyard of job hoppers & warm bodies.

Use this framework to...



ATTRACT MORE APPLICANTS

with a job ad that stops the scroll.

PRE-QUALIFY BETTER CANDIDATES

with a simple application process.

HIRE YOUR NEXT BEST EMPLOYEE

with the skills, talent, & character you've been looking for.

**THE PROBLEM MAY
BE YOUR PROCESS.**

(Does the next page look familiar?)

Most Contractors Have This Process...

HOPE, HIRE & HANG ON



WE HOPE TO
FIND THEM



WE HIRE
WARM BODIES



WE HANG ON
TOO LONG

**NOT A
SYSTEM**

**NOT
REPEATABLE**

**NOT
SCALABLE**

And Use A Bunch Of **TECHIE TOOLS**



**BUT TECHIE TOOLS
WON'T FIX A
BROKEN PROCESS.**

(Don't worry...there's a better way.)

Here's Your New Process

RECRUIT, HIRE, & TRAIN

*It starts
right here*



**RECRUITING
IS A
SYSTEM**



**RECRUITING
NEVER
STOPS**



**RECRUITING
ATTRACTS THE BEST
PEOPLE**

3A RECRUITING FRAMEWORK

1. Advertisement

...this is your **MAGNET**

2. Application

...this is your **FILTER**

3. Assessment

...this is your **DECISION**

THE ADVERTISEMENT

① State the problem you know they have.

List all the problems your potential candidates want solved.

Hint: They're looking for freedom, flexibility, and opportunity.

THE ADVERTISEMENT

② Show them the benefits they get.

List all the benefits your company provides.

Hint: How will their lives improve when they work for you?

THE ADVERTISEMENT

3 Give them your Employee Success Plan™.



Hint: You got the Employee Success Plan™ Template when you registered.

THE APPLICATION

① Tell them how to win.

Create an online form with simple instructions and ask them to ***be detailed*** with their answers.

② Ask open-ended questions.

See the bonus PDF we emailed you - “10 Great Interview Questions.”

③ Test their skills.

Give them some homework.

Examples: Submit a sketch, design a spreadsheet, shoot a video...***SHOW YOUR WORK***

THE ASSESSMENT

You'll find out...

So you'll know their...

① Who they are.

...CHARACTER

② What world they live in.

...CHEMISTRY

③ How they behave.

...COMPETENCY

Remember:

SYSTEMS > SUPERSTARS

**Professional Recruiting
Services for
Residential Contractors**



an affiliate program with the



**Schedule your free
CONSULTATION & ASSESSMENT**

with

**Contractor
Staffing Source**

SCHEDULE NOW

**before spots fill up*

<https://go.oncehub.com/CSSinfo>

**There's no need to struggle any longer.
The consultation and assessment are 100% FREE.*



The Built to Build Academy® creates confident construction business owners through business training and coaching programs so you can make more money, stop worrying, and get your life back.

APPLY FOR A PROGRAM

www.builttobuildacademy.com/apply