

✓ How to Hire Incompetent Employees

One challenge facing everyone in the industry is hiring. A bad hire is not only the failure of the employee who has accepted the wrong position, but of the employer who has not accomplished what he intended to do.

Many people enjoy hiring incompetent underlings. After all, an incompetent subordinate can make an incompetent boss seem a near genius by comparison! Not wanting to lose a new job, the incompetent employee is likely to take special precautions to please the boss. He or she will do exactly as told in any circumstance. The incompetent will be more than delighted to follow foolish instructions and to screen the boss from all the fallout when problems arise.

I will give you a few clues as to how to go about hiring an incompetent employee.

- ✓ First, never conduct a real search for qualified candidates. Instead, restrict yourself to hiring those rejected by other people and schedule all interviews from unsolicited CVs or resumes that cross your desk. This is a rich pool which, if carefully fished, can be relied upon to produce out and out incompetence again and again.
- ✓ Another tip in hiring an incompetent is to place great emphasis on appearance and presentation. Take to heart the advice of Oscar Wilde: "It is only shallow people who do not judge by first appearances." Hire the candidate who most closely fits your own notion of what that person ought to look like. Pay close attention to the candidate's clothes. Work on the assumption that a dark blue suit denotes stability and that a tall person with silver hair possesses wisdom.
- ✓ Hire the best looking candidate, the individual who most nearly fits your personal idea of attractiveness. By all means feel free to hire your own friends, children or other relatives.
- ✓ Talk to candidates you wish to hire but never interview them. It is important to impress on those in your own organization that

you are serious about hiring good people. Thus you will probably want to spend a lot of time talking to candidates about your job, sharing your values and philosophies and how you became successful. Tell them at length about your company and yourself, your upbringing, your views on everything. If the would-be recruit's attention sags at any point, then throw the ingrate out. For the candidate who cannot, at least, seem to be paying attention for hours on end to your rambling is unlikely to be a properly incompetent employee.



- ✓ Reject generalists in favour of technicians. Always hire a technician even when he/she has no people skills whatever.

- ✓ Always place great reliance on references from past employers. A good way to hire an incompetent is to solicit unreliable comments. It is difficult to get honest comments today from previous employers who may be concerned about a lawsuit if they tell the truth. Therefore, always use the references given in the CV by the incompetent even if they never worked with them. It is vital to take such references at face value and to ignore or to overlook any suggestions that the employee is not as advertised. Believe all endorsements, especially when

the reference comes from personal friends or family members.

- ✓ Never do any psychological evaluation or testing of the candidate. When hiring incompetence, it is vital that everyone believe, or pretend to believe, that the incompetent is a great prize. Unfortunately a psychological evaluation may let the cat out of the bag.

So when your boss suddenly learns what can no longer be hidden; namely that your staff never seems to get anything done: suggest that it might be smart to have your future employees screened by a professional before hiring.

Agree with your boss about testing but never let yourself be evaluated or tested; that could be end of everything for you too.