

4 hiring tips to help you build a perfect startup team

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When your start-up project starts to grow and expand, one of the first challenges that an administrator like you will face is to recruit members - an indispensable element to deal with the block. Increased workload as well as for future expansion plans.

Looking broadly, regardless of whether a business or project is big or small, it is always difficult to find a way to recruit the most effective personnel. Just like when you buy things, if you choose good items at reasonable prices, high durability, and suitable for use purposes, the use will be effective, long-term and do not have to worry about good maintenance. replace. On the contrary, if we choose the wrong one, not only is it costly in terms of time, effort, cost but also efficiency and performance of the product will not be high, it must be replaced quickly. Therefore, recruiting staff is a key task in the business and business development, whether it is fast and sustainable development depends very much on this recruitment.



1. Do not work hard, work smart!

Recently, entrepreneurship 'movement' is really booming everywhere, every country in the world. In Vietnam, the trend of starting a business is also spreading into every street and house. People starting a business, home launches startup, many people succeed but there are also countless failures. Talking about failure, there are many reasons for the collapse of a startup. According to market research experts, there are 6 main reasons for the failure of a startup project as follows:

1. Human resources are not quality, not enough 'strong'
2. Lack of investment capital
3. Do not identify correctly and do not meet customer needs
4. There is no appropriate cost management policy
5. Choose the wrong partner to start a business
6. Do not know how to market and promote brands to customers

It can be seen that it is no coincidence that 'Non-qualified, unqualified personnel' is the leading factor in the list of reasons for the failure of a startup project. Many start-up companies were only very small in size, about 5-8 employees but they were all excellent, versatile and able to do a lot of work, so the plans were effectively deployed and startups started growing very fast, can save human resources as well as funding for the company. Conversely, if your company has a low performance staff, you have to hire many people just to do the same work, then the business administrator should review his personnel system.



1. "What role do you have for the company?" - Lesson learned from the story Elon Musk sacked his assistant to stick with him for 12 years for demanding a raise

So, how to successfully recruit suitable staff for start-up projects? Here are four small recruiting tips, collected and synthesized from the experience of corporate executives as well as world leading HR professionals, to build a true 'dream team', inviting you refer.

Great recruitment tips for startup teams

1. Create images of a potential, dynamic and energetic startup project
2. Take advantage of snowball effects in business
3. Think about time
4. Pay attention to organizational culture

Create an image of a potential, dynamic and energetic startup project

Startups often have an advantage in being able to bring more interesting tasks to top talents who aspire to assert themselves, instead of virtually owning positions' boring , dry 'as with companies that have been established for a long time. True to the definition of 'startup', a start-up company is set up to build something completely new,

among new people, working together in new plans. Moreover, the first members are likely to have to take on quite heavy tasks. Therefore, you do not need to think about 'fashionable' human language words like empowerment - in a startup company, every employee is empowered by the necessity in the task. they must be responsible.



1. Why will marketing data director be a very important job in 2019?

There are also options that you can make to make your company more attractive to top talent in a competitive labor market today. For example, for a start-up in the IT industry, such as programming, the development technologies that the company uses will play an extremely important role. As a startup, you have a few choices for the technologies that your business will follow, and the technology used will be the most important factor that software developers watch. consider when choosing a workplace.

As soon as you start your company, you should remember that all the choices you make about technologies, processes and many other factors have a great influence on future recruitment tasks. When your team members can make great things with new technology, and feel they have autonomy, plenty of space to express themselves in their work, then they always There is an incentive to contribute to your success as well as the overall development of the company. As a entrepreneur, you have the time and opportunity to turn your business into an ideal environment for talents. Be calm and give a specific strategy from the beginning. In the position of a newly established or weak company in the market, businesses need to focus on hiring high-tech candidates to partly offset the cost burden for the company.

There is a good saying: 'Financially-backed startups' often use money to make marketing, and weak financial startups use your mind and share to build a community of loyalists.' . Every startup that wants to succeed must create the inspiration to work for everyone in the company through its own culture and identity.

1. 5-hour rule: The secret of success of celebrities

Take advantage of snowball effects in business

When an initial block of snow just rolled up from above, the snow will accumulate more and more. The longer the ball rolled, the more snowballs gained more snow, and made it more powerful, able to overcome many obstacles along the way. That is the meaning of the rolling snow effect.

So is business.

Top talents want to work and collaborate with other top talents, which makes the initial recruitment of a startup a particularly difficult but also the most important step in Recruitment strategies of businesses later. The reason for early talent in the team is extremely important because: First, talented people tend to connect more with other talented people, and secondly, acquiring talented people in the team will help your company become a working place and develop a more attractive career in the eyes of ambitious and progressive people at work.



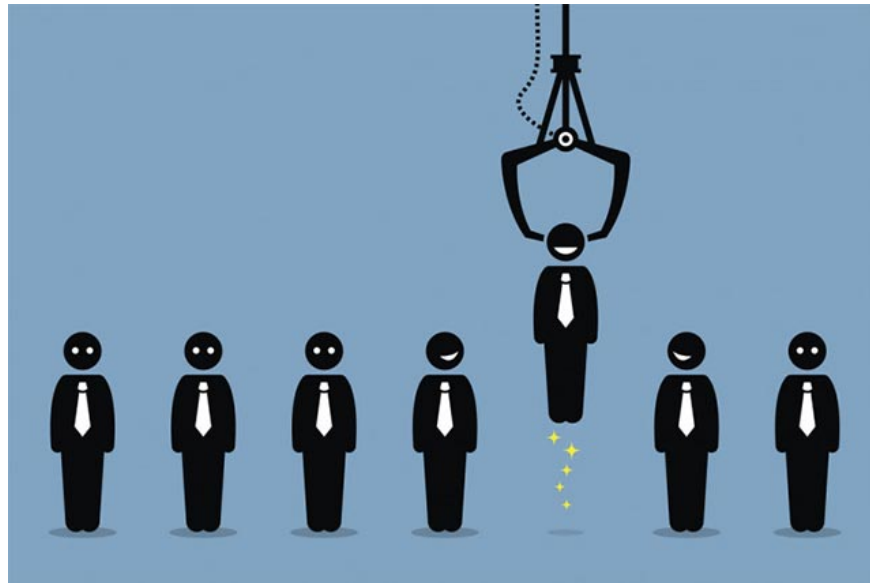
1. 49 most asked questions that Apple asked in the job interview

Ideally, get some of the first talent in the staff and take these individuals as the foundation for building a 'quality' recruitment circle in which every talent comes to you. contribute to making it easier for you to find and attract more talented new talents. Gradually, from the initial 1-2 talents, you will build a strong and strong talent team, which is an example of the application of snow rolling effects in recruiting personnel in particular and build businesses in general.

Turn yourself into a passionate employer, keep pushing this snowball effect forward. Engage your first employees in the hiring process, take advantage of their contacts and appreciate their opinions, from which they will be the factor that helps your business attract more. new talent. Legendary investor Warren Buffett once said: 'Life is like a snowball, it is important to find enough adhesive snowflakes and a hillside long enough for it to roll.'

Think about time

Startups are constantly under pressure from resources and in it, a resource is always short of time. Training new employees so that they can be proficient in technology as well as catch up with the company's working culture requires a lot of time, and the time spent on training is also the time fund. time to promote the company's core products and projects. You need to be mindful of this, think and plan ahead about the right time and route for training new people.



1. Unresponsive chat, unresponsive mail: The typical virtues of employees worth "throw away"

Outsourcing (outsourcing) strategy is an option that corporate executives can take advantage of in their efforts to build a team that is more balanced with the development of core products. A good relationship with suppliers knows and understands the technology of your business, which will bring you great flexibility and advantages in promoting the development process. The factor of cooperation from outside always plays an important role in the operation of each enterprise, in which, taking advantage of human resources from partners is a good way, however, remember to care about quality instead of numbers quantity with outsourcing.

When you are a goal-oriented person, knowing how to organize your work scientifically will feel like time funds are expanded, so is your business and human resource management.

Pay attention to organizational culture

Any business that lacks cultural elements and knowledge is hard to stand. For example, in the field of information technology, organizational culture is one of the most important factors that software developers look at when considering choosing a new work environment. However, organizational culture is sometimes not something you can set up as easily as you want, it is built by all the relevant individuals in your company. Therefore, some of the first employees will play a key role in forming the organizational culture of every business.



1. Pomodoro 'tomato' method: Working focused, highly effective without fatigue

It is also the reason why a deeper understanding of the personality, working style and behavior of the candidates you plan to recruit (apart from the information they have written in the CV) is extremely necessary. How are they? What cultural values ??can they bring to the company? Especially in a start-up company, each individual can have a great influence on how the culture of the organization grows, so make sure that the corporate culture develops in the right direction from the beginning. Remember - the way you behave has a huge impact on your employees. Startups and direct employers need to receive feedback from staff and ensure that this culture is maintained. At the same time, the entire company team must be responsible for helping new employees feel comfortable. An enterprise with an ideal organizational culture will also possess a certain advantage in the battle to attract talent.

After all, the story of building a startup team in the dream still revolves around hiring people effectively. Look for people who have the ability, expertise in areas where a startup like you doesn't do well or doesn't want to do it. Of course that doesn't mean you don't need to have knowledge in different aspects of your business, but you don't need to be a wise man, an expert in every field. can be successful. However, to recruit suitable people, you must first show that your business is a suitable place for them to devote and develop their careers.

I wish you success with the path you have chosen!

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