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Slow Cars To Superstars

By Derrick Moe

Successful hiring, in any company, is one of the most difficult tasks in which to achieve repeatable

success. From unexpected outbursts to terminal tardiness to woeful incompetence, every company has a hiring horror story regarding employees who interviewed strong but performed poorly. Perhaps a subtle, but more dangerous occurrence is the all-too-common hire who performs their job in the gray twilight of mediocrity. They never rise to the occasion and they never catastrophically fail. They interviewed well but now simply perform their role in a nondescript manner within the company. Amass too many of these employees and your company will be overwhelmed with mediocrity...or worse. How do you identify candidates who have unseen natural capacities that will elevate them to incredible achievements? The answer is aptitudes. Aptitude is defined as a natural ability, talent or aptness. Every salesperson has a different level of natural ability. Matching the right abilities to the requirements of the job provides the best opportunity for superior performance. An example: Imagine two cars asked to go 90mph down the freeway. One car is straight off the NASCAR track and the other is a 1972 Ford Pinto. Both cars can reach 90mph and, assuming they are not ticketed, can maintain that speed for some duration. However, the Pinto is redlining and over time cannot maintain that pace. In a short time, the Pinto's engine will break down from the stress. Meanwhile, the NASCAR stock car is effortlessly gliding down the road and can easily maintain that speed for a long duration. The same analogy applies to employees. The employee with the right aptitudes for the position will be able to perform at a high level without red-lining their abilities. So how do you measure aptitudes and, more importantly, find the right aptitudes for the position? The first step is to identify the key performance indicators for the position. Key performance indicators are the critical goals and major business successes the job is accountable for producing. These key performance indicators become the reference point to which all future candidates are measured. After this activity, every step in your hiring process will become increasingly more refined and focused. The second step is to use the key performance indicators as the reference for establishing a benchmark of the job. The simplest of questions to begin with is; why does this job exist? What aptitudes are non-negotiable, mission-critical abilities that lead to success? Conversely, what aptitudes are not needed? In fact, some well developed aptitudes may actually be detrimental to success in the role. Using the key performance indicators to define the job leads to the last step. Finally, objectively assess all screened candidates against the newly formed benchmark. An unbiased, fully validated aptitude assessment will reveal the candidate's natural abilities. These abilities are difficult to detect through phone screens and

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interviews. Using objective assessments will provide a detailed analysis of the candidate's "fit" to the position. The greatest payoff for matching aptitudes to the job occurs after the newly hired employee quickly hits their stride in the role. These employees are the ones that bring a smile to their manager's face. They have an innate ability to make the right decisions, leverage the best approach and achieve the most success. Over time, ongoing training, relevant experience and consistent management allow this employee to further develop these aptitudes into highly effective skills for their role. They will become superstars.

Derrick Moe is a Managing Partner of Select Metrix, a process-based hiring firm located in New Prague, MN that specializes in sales selection services. Select Metrix uses an array of approach & assessment techniques to find the strongest salesperson for clients' specific needs. For more info please visit

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The Muscle Car Craze

By Jason Tarasi

Somebody once asked me why I was so fascinated with muscle cars. You know, it's hard for an outsider looking in to understand why we muscle car lovers are so fanatical about our cars. Until they've been behind the wheel of a newly restored '66 Pontiac GTO, they just haven't a clue.

Why is it that we can browse through muscle car advertisements for hours on end? Why do we have to go to every muscle car show that comes near our town? Why do we drive out of our way to see some of the hottest muscle cars around? Why do we seemingly pour all of our extra money into our muscle cars?

Some people think a passion for muscle cars comes from peer pressure - a need to impress other people per se. As a muscle car enthusiast I can honestly say that's not it, at least not for me. My interest in muscle cars dates way back to before I was ever concerned about what anybody thought. I have always found muscle cars to be fascinating and exciting.

First, muscle cars are original. Those who collect or restore muscle cars put their heart and soul into their hobby which makes every muscle car truly unique. Second, muscle cars are powerful. There's nothing that gets the adrenaline pumping quite like sitting behind the wheel of a classic, high-performance muscle car. Third, when you take a classic car, restore it and muscle it up, you really have something to be proud of. It's a lot like an artistic ability for me - like taking a blank canvas and creating an incredible piece of art out of it.

One thing is for certain, regardless of the reason a muscle car devotee is interested in muscle cars, we all seem to talk the same talk and walk the same walk. Dealing with muscle cars is an incredible social outlet. Whether we collect, restore, show, or race our muscle cars, it doesn't matter. We're all on the

same wavelength and we truly enjoy looking at and chatting about muscle cars.

Some enthusiasts have specific lines of muscle cars that they are interested in, while others are just crazy about muscle cars in general. Some like imports, others like exports, and most all muscle car enthusiasts have a strong interest in classics. We can look at them, talk about them, drive them, or just work on them. Muscle cars give us something to look forward to, something fun to invest our time and money into, and the muscle car hobby keeps us out of trouble - for the most part.

Jason Tarasi is a muscle car enthusiast who runs the Muscle Car Monster Website, where members can buy and sell muscle cars for free through the site's online classifieds.

<http://www.musclecarmonster.com/>



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