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# GOD'S BUSINESS WOMAN

Faith without ACTION is useless

Qualities you must  
possess as an  
Entrepreneur

What should you look  
out for?

What Does The Bible  
Say?

## RECRUITMENT BY THE WORD

# RECRUITMENT BY THE WORD

What the Bible has to say about selecting workers is critical for entrepreneurs. It is easy to simply hire people to get the job done, but often very hard to eliminate poor staff. Therefore, a lot of care must be taken when recruiting in order to:

- Destroyed relationships and hard feelings
- Incompetence with consequent loss of revenue and profits
- poor fits between people and jobs
- Rebellion against the business leader and his/her leadership team

## QUALITIES YOU MUST POSSESS AS AN ENTREPRENEUR



- Ability to recognize talent potential skill, and loyalty in others.
- Ability to attract employees with the right values, skills, capabilities, potential
- Ability to develop talent and motivate people to work
- A system to take good care of the workers (staff retention)
- Effective delegation system

## HIGHLIGHTS

"An employer who hires any fool that comes along is only hurting everyone involved"

Prov. 26:10

## HIGHLIGHTS

"Surround yourself with the best people possible, and then let them do what they do best – WORK".

*Karen Halm*  
Architect | Entrepreneur | Public Speaker

# WHAT DOES THE BIBLE SAY?

## COPY JESUS - PRAY FIRST!

**Lk. 6:12** - At that time Jesus went up a hill to pray and spent the whole night there praying to God. Ask the Lord to send you helpers. Building a business is not an easy task and you cannot do it all by yourself

**Lk. 10:2** - He said to them, "There is a large harvest, but few workers to gather it in. Pray to the owner of the harvest that he will send out workers to gather in his harvest. Ask for guidance so you can choose the right ones

**Ps. 32:8** - The Lord says, "I will teach you the way you should go; I will instruct you and advise you.

## HAVE A POOL OR NETWORK THAT YOU CAN SELECT FROM

**Luke 6:13** - When day came, he called his disciples (network/pool) to him and chose twelve of them, whom he named apostles (employees)

## BE CLEAR IN YOUR MIND AND DOCUMENT EXACTLY THE TYPE OF EMPLOYEE YOU ARE LOOKING FOR

### Judges 17:7-10

7 At that same time there was a **young Levite** who had been living in the town of Bethlehem in Judah.

8 He left Bethlehem to **find another place to live**. While he was traveling, he came to Micah's house in the hill country of Ephraim.

9 Micah asked him, "Where do you come from?" (**interview**) He answered, "I am a Levite from Bethlehem in Judah. I am looking for a place to live."

10 Micah said, "Stay with me. Be my adviser and priest, (**role clearly specified**) and I will give you ten pieces of silver a year, some clothes, and your food." (**salary and benefits clearly stated**)

## HIGHLIGHTS

Before Jesus chose the 12 **Apostles**, he already had a pool of **disciples** who followed him. He had been with them for a while. It is therefore from this same network that he recruited or hired his "staff"

(Ref: **Lk 6:13**)

In the same way, as entrepreneurs, we must consistently surround ourselves with people of like mind and relevant qualities. This will make the recruitment easier

## HIGHLIGHTS

All employees are looking for something.

- The employer who is able to attract the best talent is the one with an offer that is in sync with what the people are looking for

- this is not only limited to money or salary but also includes working conditions and the position of the company in the minds of its target talent.

# WHAT DOES THE BIBLE SAY?



## WHAT SHOULD YOU LOOK OUT FOR?

- Good Character (1 Timothy 3:7)
- Proven Skills and competence (Titus 1:9)
- Team spirit (Galatians 5:15, 22- 23)
- Teachability (Titus 1:10)

## SEARCH FOR THE RIGHT QUALITIES

- Resumes, college or professional credentials, references, interviews, and tests
- Review their Track Record.
  - The best way to determine what a person will do in the future is to see what they have done in the past. However, in looking at a person's track record, one needs to look for patterns, rather than a single incident.
- Observe How People Function.
  - Take advantage of probation periods, internships and national service.
  - Give them little jobs, assignments, tasks, and see how they perform
- Look out for the qualities above as well

## HIGHLIGHTS

Before you start announcing your need and searching for candidates, sit down and write out exactly WHAT this person is to be doing on a daily basis - if you find enough WORK to occupy him/her then go ahead - however, if you observe that the TASK at hand is not enough, investigate the possibility of sharing that onto your existing employees

## HIGHLIGHTS

"Do not hire **'yes people'** who are inferior to you. They will be of absolutely no help to you!".

*Karen Halm*  
Architect | Entrepreneur | Public Speaker

# WHAT DOES THE BIBLE SAY?

## CLARIFY THE WORK THAT NEEDS TO BE DONE



(Num 22:4-6

4 The Moabites said to the leaders of the Midianites, "This horde will soon destroy everything around us, like a bull eating the grass in a pasture."

**(problem statement)** So King Balak

5 sent messengers to summon Balaam son of Beor, **(targeted candidate)** who was at Pethor near the Euphrates River in the land of Amaw. They brought him this message from Balak: "I want you to know that a whole nation has come from Egypt; its people are spreading out everywhere and threatening to take over our land.

6 They outnumber us, so please come and put a curse on them for me.

**(clear job description)** Then perhaps we will be able to defeat them and drive them out of the land. I know that when you pronounce a blessing, people are blessed, and when you pronounce a curse, they are placed under a curse."

## HIGHLIGHTS

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**"Do not hire 'another you' instead, hire people who can shore up the weaknesses in you and your organization**

# JESUS' RECRUITMENT PITCH



## TELL THE PEOPLE WHO YOU ARE

**John 8:12**

"I am the light of the world," he said. "Whoever follows me will have the light of life and will never walk in darkness."

## TELL THEM THE BENEFIT FOR FOLLOWING YOU OR WORKING WITH YOU

"Whoever follows me will have the light of life and will never walk in darkness."

Remember that highly skilled and talented employees do have a options. You therefore have to win them into your company by clearly communicating what is in it for them should they choose you rather than your competition

## TELL THEM WHAT THEY'LL BE ESCAPING FROM

"... and will never walk in darkness."

Reveal to them what they'll be escaping from on the job market and possibly the competition, if you know what their shortfalls are

## LET THEM SEE HOW THEIR PERSONAL VISION FITS IN YOUR COMPANY'S VISION

**Matthew 19:29**

"And everyone who has left houses or brothers or sisters or father or mother or children or fields for my sake, will receive a hundred times more and will be given eternal life."

Will the experience gathered by working in your company be an addition the their personal growth plans?

## HIGHLIGHTS

Let your target candidates know who you are as a business leader and let them know your company as well.

This is an on-going process and should be done intentionally.  
Not in the dying moments when your're under pressure to get somebody to fill a vacancy

## PRAYER

"Lord, please send me helpers. Workers with a good heart very skilled and competent who will believe in my dream and help me carry the burden of building this vision."