

## **Hiring For Your Business Size**

As a small business owner, you don't have to worry about competing with big companies for management talent: they don't have the kind of people you need. Owners of small companies worry far too much about their ability to compete with large companies in hiring sales and management personnel. The truth is, there shouldn't be any competition, because entrepreneurial companies should not even consider hiring the kind of people who are attracted to large companies.

Entrepreneurs need employees who are racehorses. We need chargers who can make things happen. We need people who are creative and innovative, and who don't know what it means to say something can't be done. It helps if they are workaholics with an excess of nervous energy, and—even better—if they never sleep. But, above all, they can't be the kind of people who like follow “proper procedures,” or who value security over the thrill of the chase.