

## **19) Go Getter smart one vs True passion, a challenge**

So, how many job tips do NOT point at the passion element. None. The choice is unanimous, we are all looking for the passion in this lady or gentleman across the desk. We all agree and justify, if there is true passion a few kinks in the skill armour can be filled in.

I always looked for these:

The candidate was on time or a few minutes early  
Had read about the company and the job position  
Asked intelligent questions  
Indicated that (s)he is planning career here  
Is bright, articulate, accomplished  
Knew how a bad day or week could be gotten over

The key questions answered well, at the point of making the decision I ask myself:

Is (s)he likely to pursue his mission at your company with true passion?  
Can this candidate go-the-extra-mile with energy and dedication that leads to great things?  
Or is his apparent zeal for the task ahead all sizzle and no steak?

Now experience teaches a few lessons. I shuffle past notes from interviews from the past. How many of my selections of 2005 and 2006 were on the ball, would make me proud now. Not many.

I seem to have a problem identifying true passion vs. enthusiasm or desperation to “land” this job. In this table, are at the beginning of a passionate career or, am I falling for an expert go getter.

True passion is difficult to hide. Someone passionate about work typically has a hobby or a personal pursuit that he or she is passionate about. Is there at least one topic that will bring a spark in the candidate’s eye? Sports, food, movies, travel, friends, gardening, politics - there must be something. Often passion in here spills over to work.

Is there a case study from the last job or from a few years ago that the candidate is willing to debate about? If you came from left field, would this candidate stand up for his position and yet learn or...

What typically caused extended days at work? Technical issues, we had to wait for someone, or we were so close to the target that we went all the way. We wanted to set a record for our team.

What was the best day at work? I got a promotion, raise, a holiday or we cracked a few year old problem, our customer could not hide his joy at what we delivered...

I realize that it is difficult: go getter vs. passion. You know what, thank God it is difficult. Let us recruiters have a few challenges to go get.

Discussion here.