

# HIRE GREAT LEADERS

## AND AVOID THE WRECKS FOR YOUR PRACTICE

1

### IMPACT

Use questions that drill down on the specific actions the person took to create impact. The more specific they can get, the more likely they actually did all of the things they say they did.

2

### VISION

Be certain that they know the opportunities and the strengths of your organization and can formulate and communicate a vision of what needs to happen to move the practice toward its full potential.

3

### FIT

Be candid about whether it will work in your practice. Hire a visionary, impactful leader who isn't a good fit and pretty soon you will be looking for another visionary, impactful leader.

