

## The 3 C's of Hiring

The **3 C's of Hiring** is a framework often used by employers and hiring managers to evaluate potential candidates for a job. The three C's typically stand for **Competence**, **Character**, and **Culture Fit**. Here's a breakdown of each:

### Competence

- **Skills and Abilities:** The technical skills, knowledge, and abilities that a candidate possesses, which are necessary to perform the job effectively.
- **Experience:** Relevant work experience and educational background that demonstrate the candidate's capability to succeed in the role.
- **Performance:** Track record of past performance and achievements that indicate the candidate's ability to deliver results.

### Character

- **Integrity:** Honesty, ethical behavior, and trustworthiness of the candidate. It's important that the candidate can be trusted to act in the company's best interests.
- **Work Ethic:** Dedication, responsibility, and willingness to go the extra mile. A strong work ethic often predicts how hard a candidate will work and their commitment to the job.
- **Attitude:** Positive attitude, resilience, and how a candidate handles challenges and setbacks.

### Culture Fit (or Chemistry)

- **Values Alignment:** The degree to which a candidate's values and beliefs align with those of the company. This can impact how well they integrate into the team and contribute to the company's mission and goals.
- **Team Dynamics:** Compatibility with the team and the ability to work well with others. This includes interpersonal skills and the potential for collaboration.
- **Adaptability:** How well a candidate can adapt to the company's work environment and its specific cultural nuances. This is crucial for long-term satisfaction and success in the role.

Evaluating candidates based on these three C's helps ensure a comprehensive assessment that goes beyond just technical skills. It focuses on finding individuals who not only can do the job but also will thrive within the organization and contribute positively to the team and company culture.