

**Attracting and Retaining Talent**

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Skyline Properties Group

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Accolade Property Management Group



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**UNDERSTANDING  
TALENT**

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**HIRING THE TALENT**



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# ACTION 1: JOB POSTING

Make your posting stand out



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## SKYLINE PROPERTIES GROUP

**Mission**  
We protect and care for people's largest assets  
We take the stress out of people's lives  
We bring families together and create happy memories  
We help people make their dreams come true

**Vision**  
To become leaders and influencers of the property management industry  
To have a direct and positive impact on the communities that we serve

**Company Values**

Responsiveness	Integrity/Honesty
Respect	Embrace Change
Initiate	Embrace Technology
Fun	Work/life balance
Compassion	Work Hard
Empathy	



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# ACTION 2: NARROWING THE CANDIDATES WITH A PERSONALITY TEST



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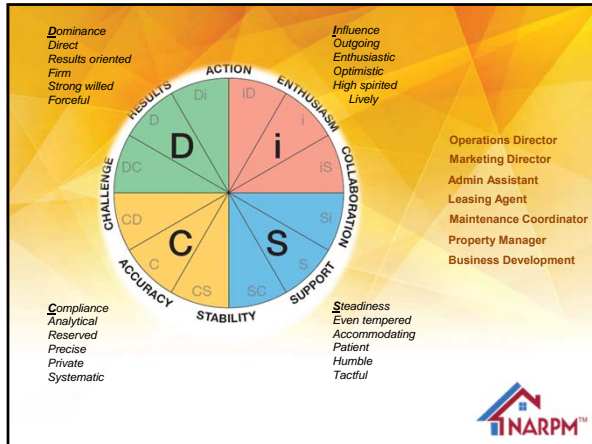
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Standard Interview Questions

- What are your strengths?
- What...
- Te...
- re...

**BORING**



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Right questions to ask to make the talent want to work for you



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What is your personal goal? Example: Do you want to open your own clothing store or travel the world?



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Share with them your company mission, vision, and values and ask what does this mean to you and how do you think you can help us with that



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Show them their disc personality test result and explain to them why you think their personality would be a good fit for the job that you are hiring them for. Ask them for their feedback and thoughts



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## **ACTION 4: FIRST TWO WEEKS**



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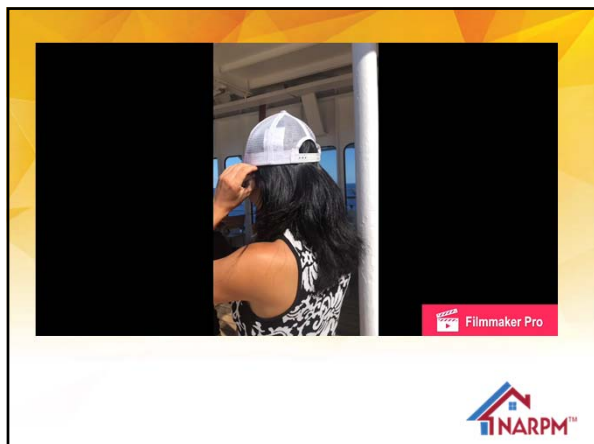
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**daring greatly (v.)**  
The courage to be vulnerable,  
to show up and be seen.  
To ask for what you need,  
to talk about how you're feeling,  
to have the hard conversations.

- BRENE BROWN, Author of *Daring Greatly* & *Dare to Lead*



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Life is amazing. And then it's awful.  
And then it's amazing again. And  
in between the amazing and the awful  
its ordinary and mundane and routine.  
Breathe in the amazing, hold on through  
the awful, and relax and exhale during  
the ordinary. That's just living  
heartbreaking, soul-healing, amazing,  
awful, ordinary life. And it's  
breathtakingly beautiful."

- LR Knost



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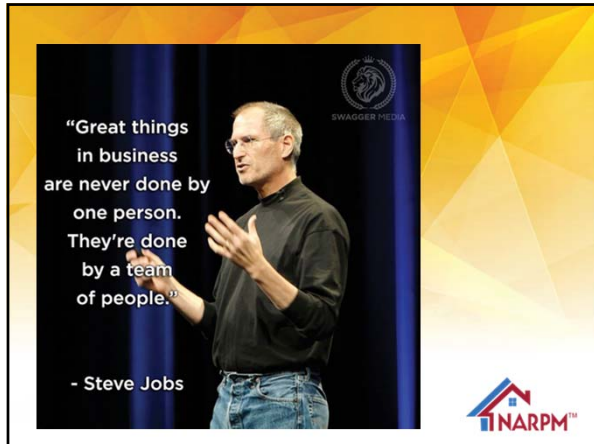
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