



# Montgomery County SHRM



2007 SHRM **SUPERIOR MERIT AWARD**  
CHAPTER

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## **President's Corner** by: Carlos Hernandez, CBP, CCP, PHR

### THE NUMBER ONE LESSON IN BUSINESS.

Recently, I read an article in which a business owner was asked what was the number one lesson that he had learned about business throughout his professional career, and for him, one that stood out above all the others was "The importance of associating himself with quality people". According to him, whether you're hiring your next employee, interviewing for a new job, choosing a vendor, or evaluating a prospective business partner, making sure that you consider the character of the person with whom you are dealing should be of the utmost importance. You want to work with people of integrity; people with whom you can be proud to be associated. Above all you want people with character. Character can be tough to describe, but you know it when you see it.

They possess the traits that you want in people you associate with because, the people you are surrounded by affect how you are perceived, and they also affect what you'll achieve. The question is, how do you determine that someone has integrity and character from a brief initial meeting, such as a job interview?

It is easy to meet someone who is skilled at presenting himself/herself as something different or better than he/she really is. Individuals who are interviewing always put their best foot forward and nobody is going to tell you that they have no integrity. You can't always trust your instincts when it comes to something like evaluating someone's character when it is a short meeting, but you do need to look beyond how someone presents himself/herself in an interview. The right questions in an interview can often get people to open up. If you give them the standard questions that they have heard hundreds of times, you'll get pat answers. But if you can throw in a few unexpected, open-ended questions, you're more likely to begin to see the real person. Initial reactions to a person can prove to be wrong, but consistent feelings or doubts about someone after a meeting are usually a good sign. You will serve yourself very well if you surround yourself with people of high integrity, and as I learned from the business owner in the article that I read "The value of associating with quality individuals is the most important lesson that he had learned in his career"

**AND "HAPPY MOTHER'S DAY TO ALL OF OUR CHAPTER MOTHER MEMBERS"**



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