

# Level Up

## GUIDE



## SESSION SUMMARY:

In this leadership lesson, John Barrett addresses a common question among leaders: "When is the right time to hire new team members?" He observes that many organizations hire out of desperation, which only allows them to stay afloat rather than advance. Barrett argues that the key to successful hiring is to do it out of design, with a vision and plan for growth. Hiring should be for where the organization wants to go, not just to alleviate current pressures. This proactive approach allows for expansion and growth, as new hires come with the capacity to take on more responsibilities, pushing the organization's limits further before hitting a wall. Barrett emphasizes that hiring out of design rather than desperation leads to thriving, not just surviving, and encourages leaders to invest in their teams with the future in mind.

## GROUP QUESTIONS:

1. How can we differentiate between hiring out of desperation and hiring by design?
2. What are some indicators that an organization is growing according to a well-thought-out design?
3. How can we apply the principle of hiring for where we want to go in our departments?
4. What are the risks of hiring out of desperation, and how can they be mitigated?
5. How can we prepare our teams or organizations to be ready for strategic growth opportunities?
6. In what ways can we invest in our team's growth that aligns with our vision for the future?
7. How can we ensure that new hires have the capacity for growth and are not just filling an immediate need?
8. What role does vision play in making strategic decisions about team expansion and growth?

## APPLICATION:

This week, challenge yourself to evaluate areas in your life or work where you may be acting out of desperation rather than design. Identify one step you can take to shift towards a more strategic, vision-oriented approach. Whether it's delegating tasks, setting long-term goals, or investing in personal development, make a conscious effort to plan for growth and expansion in alignment with your values and aspirations.