Martin Concrete Construction

LESSONS LEARNED

COMPLETED BY:	DATE PREPARED:
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PROJECT NAME:	**SUBJECT:**
	Hiring Practices

LESSON LEARNED :

Hiring: About 6 months ago we were interviewing an individual for an open APM position. The interviewing process with this particular individual was quite a lenghty one, resulting in what I recall to be at least 4 seperate interviews. We were definintely on the fence about hiring this indivual based on how the interviews went. We were very close to not hiring this person, but hesitantly, we decided to pull the trigger and make them an offer. Since the hire, the indivudal has proven to be a valuable asset to our company, and has since been promoted to PM. They consistently display above average work ethic and results, as well as consistently displaying alignment with MCC's core values. In short, regardless of the major hesitation on hiring this individual, they have since proven to be a succesful hire.

LESSON LEARNED CORRECTIVE ACTION & PICTURES:

Think outside of the box when making hiring decisions. Understand that sometimes you just have to take a chance on someone based on their character, all while realizing that the the dicision may or not be the right one. Tough decisions like this pay off exponentially when the individual proves him/herself to be a successful hire resulting in a valuable asset to the Martin Team.