

MANAGERIAL SUCCESS TRAITS

If it's hard to hire great people, it's even harder to hire great managers.

The Managerial Success Traits (MST) tool is a simple, easy-to-use tool that can help you navigate this hiring challenge. It's a list of personality traits and abilities that strongly correlate with success at the supervisor, middle manager, and chief executive levels.

The next time you need to fill a key manager spot, use the MST scorecard to rank both internal and external candidates on each of the traits. Discuss any low scores with the candidate during the hiring process. You'll know you have a winner if a candidate wants to talk about his or her weaknesses and sees them as learning opportunities. Winners don't pretend to be perfect; they acknowledge their shortcomings and explain how they're working on them.

Managerial Success Traits (MST)

SCORE MANAGER OR CANDIDATE ON A 1-10 SCALE

MANAGER'S OR CANDIDATE'S NAME:

ENTER EACH SCORER'S NAME

PERSONAL MOTIVATION

- Self-Discipline
- Mentorship = is Coach and Coachee
- Risk-Taking
- Energy = Quick & Long Hours
- Expectation of Success
- Self-Confidence
- Healthy Respect for Authority
- Emotional Stability
- Green & Growing = Wants to Learn
- Enthusiasm
- Introspection

BUSINESS SKILLS

- Finance
- Marketing
- Relevant Business Experience
- People-Selection Skills
- Luck
- Track Results
- Focus on Customer

DECISION MAKING

- Intuitive Deduction
- Problem-Solving Approach
- Abstract Conceptualization
- Balancing Results vs People

INFLUENCE

- Leadership
- Communication
- Organizes Self & Others
- Human Sensitivity
- Good Listener
- Vision
- Goal Setter
- Trust Builder

INTELLIGENCE

- Common Sense
- Street Smarts
- Judgement
- Academic Rigor = College Degrees
- Conceptual Grasp

MEMORY

- Long Term
- Critical Detail

TOTAL SCORES

TOTAL SCORES BY EACH SCORER =

	Scorer 1	Scorer 2	Scorer 3	Scorer 4	Scorer 5	TOTAL SCORES
PERSONAL MOTIVATION						
Self-Discipline						
Mentorship = is Coach and Coachee						
Risk-Taking						
Energy = Quick & Long Hours						
Expectation of Success						
Self-Confidence						
Healthy Respect for Authority						
Emotional Stability						
Green & Growing = Wants to Learn						
Enthusiasm						
Introspection						
BUSINESS SKILLS						
Finance						
Marketing						
Relevant Business Experience						
People-Selection Skills						
Luck						
Track Results						
Focus on Customer						
DECISION MAKING						
Intuitive Deduction						
Problem-Solving Approach						
Abstract Conceptualization						
Balancing Results vs People						
INFLUENCE						
Leadership						
Communication						
Organizes Self & Others						
Human Sensitivity						
Good Listener						
Vision						
Goal Setter						
Trust Builder						
INTELLIGENCE						
Common Sense						
Street Smarts						
Judgement						
Academic Rigor = College Degrees						
Conceptual Grasp						
MEMORY						
Long Term						
Critical Detail						
TOTAL SCORES BY EACH SCORER =						