

Twitter Thread by TY FRANKEL



TY FRANKEL
@THETYFRANKEL



i've hired over 24 employees from The Philippines in the last 24 months

these are the Lessons I've Learned

(Quick off the dome thread)

if you pay market rates and go through Onlinejobs, FB groups, UpWork, etc you'll have to go through 300-500 applications to find ONE great candidate

HUGE annoyance

to counteract this, find a great recruiter

pay \$4k per placement

and offer a 15-30% above market hourly rate

have an INCREDIBLY thorough hiring system

i'm talking typing, critical thinking, creative writing, email management, and data entry tests

you want your tests to replicate EXACTLY what they'll be doing on-the-job.

make sense?

when you interview candidates

get THREE references from them

at least 1 superior (boss, manager)

and 1-2 co-workers

if hiring for a management position, 1 person they managed

have in-depth, role-specific questions ready

and CALL THESE PEOPLE

do NOT email them

go in-depth

POSITIVE REINFORCEMENT

filipinos need positivity

so does everyone else

but Filipinos moreso than others

compliment them when they do great work in front of the WHOLE TEAM

keep them happy. make it well known you love the work they're doing (if you truly do)

keep your eye on them.

ESPECIALLY in the First 2-3 weeks

make sure they

- are efficient
- get great work done
- work their ass off for u

u need to incentivize them to do this

base salary + bonuses + profit sharing, etc

if they aren't working their ass off for you in the first 2-3 weeks...

FIRE THEM

do NOT keep them on

u will regret it

100% of the time

to know if they're working hard for u

have them create an End-of-Day report & upload it to slack for the whole team to see every day

check out the report. if it doesn't add up to the amount of hours they're working, something is up

most likely they're lazy

off the dome

didn't proofread or anything

my experience

enjoy ■