



Finding Strength in Your Weakness

**Presenter: Monte Merz, Founder and Managing Partner of
The High County Search Group**

Monte Merz is the Founder and Managing Partner of The High Country Search Group. Originally from Nebraska, he moved to Denver in 1994 and got started in the Recruiting Industry at the tender age of 25. After eight years of being the top Finance and Accounting biller ultimately Vice President for Robert Half Denver, he launched and built The High Country Search Group. Fifteen years later, High Country has 25 employees, three Perm Groups, a Staffing Group, and multiple local and national awards for both “Fastest Growing” and “Best Company to Work For.”

Since his early childhood, Monte is and continues to be a passionate athlete. In his presentation, he shares a new game-changing strategy that puts a whole new spin on attaining elite performance.

Meeting: “Finding Strength in Your Weakness” by Monte Merz

If you are reviewing this episode with a team, watch the entire Episode and ask your group for their key takeaways and insights that they pulled from the Episode. Review the below to fill in the gaps.

(Facilitator): In this session, Monte shares the unbelievable athletic accomplishments of wrestlers Ben Askrek and Jordan Burroughs. Unique in their individual stories, both drives home the importance of looking inward and striving to find ways to improve no matter how successful one might be at any time in their career.

What keeps athletes like Ben and Jordan open and willing to achieve their next level of success when you would think they had reached the top? They were never complacent. The commonality between the two is how they continued to recognize their weaknesses while finding new ways to attack those weaknesses with grit and sheer determination to improve and become better versions of themselves.

Ask yourself, are you holding yourself accountable for being a better recruiter than you are today? Self-improvement isn't mutually exclusive to only producing recruiters but everyone in an organization. When we hit rough patches in production or circumstances that seem beyond our control, what we do with that information can be transformative in how we'll continue to grow in our profession to become elite. Demonstrating the resolve to improve is the first step.

In a Forbes article titled “High Achievers Have More Grit Than Talent,” Joan Michelson interviewed Angela Duckworth, author of “Grit, The Power of Passion and Perseverance.” Angela shared that people with grit aren't afraid to develop their talent. *“It's not about something we either have, or we don't. We can build on talent with practice and perseverance - The key is practice, to improve in something that captures your interest, to experiment.”*

Regardless of your role in your recruiting firm, how can you recognize your weaknesses? By being willing to look beyond your current success and forward at what could be done differently to get a better outcome.



The first step is to start by evaluating where you are today. Using the below example practice diagnostic checklist, self-reflect and rate yourself (deficient, competent and proficient) in the following areas that are applicable for your role and responsibilities including marketing, recruiting and the placement process. If you rated yourself competent or deficient, commit to an action plan to be reviewed quarterly moving forward:

	Deficient (Correct)	Competent (Build)	Proficient (Reinforce)	Action Plan
MARKETING				
Market definition				
Has defined F.I.L.L.				
Has market defined by size and scope				
Has org charts for each company/department				
Planning				
Has master marketing list				
Has effective daily marketing plan				
Utilizes effective planning method				
Metrics				
Achieves marketing presentation metric				
Achieves job order metric				
Forms/Letters/Scripts				
Utilizes needs analysis/job order form				
Utilizes form letters				
Utilizes marketing scripts				
Utilizes rebuttal scripts				
Has 30 second commercial script				
Process				
Utilizes effective method of presenting agreements				
Utilizes effective method of organizing agreements and JO's				
Utilizes effective method of updating client				

“To get better you have to step out of your comfort zone. You can’t do the same things you’ve always done and improve.”

- Jordan Burroughs



Deficient (Correct) **Competent (Build)** **Proficient (Reinforce)** **Action Plan**

RECRUITING

Planning

Has a master candidate list				
Has new recruiting calls planned daily				
Utilizes effective planning method				

Metrics

Achieves recruiting presentation metric				
Achieves resume/CDS metric				

Forms/Letters/Scripts

Utilizes candidate datasheet/profile form				
Utilizes form letters				
Utilizes recruiting scripts for each job order				
Utilizes rebuttal scripts				

Process

Utilizes the effective method of organizing resumes/CDS				
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Deficient (Correct) **Competent (Build)** **Proficient (Reinforce)** **Action Plan**

PLACEMENT PROCESS

Metrics				
Achieves candidate presentation metric				
Achieves 1 st time face-to-face interview metric				

Forms/Letters

Utilizes candidate prep form				
Utilizes client prep form				
Utilizes candidate closing form				
Utilizes client closing form				
Utilizes form letters				

Process

Utilizes effective method of presenting candidates				
Utilizes effective method of presenting interviews				
Utilizes effective method of extending offers/rejections				



What additional areas not covered in the practice diagnostic would you like to address as area for improvement? List below:

- _____
- _____
- _____
- _____

Use the below strength and weaknesses card, Monte provided to streamline the areas for improvement and commit to your stated goal:

Strengths & Weaknesses Card:

Name:

Date:

Strengths: What are you really good/great at...and probably spend quite a bit of your time doing?

- 1.
- 2.
- 3.
- 4.

Weaknesses: What are you not so good at...and probably don't particularly enjoy doing...and therefore probably don't work on much?

- 1.
- 2.
- 3.
- 4.

Stated Goal:

Signature: _____



(Facilitator): Last, it's time to make your goals for improvement a reality! Like Monte shared, having an accountability partner to hold you to your commitments is a game-changer. Accountability partners will help to keep the focus on what you want to accomplish, reinforce the steps you need to take to stay on task, and keep you accountable as you move forward. Additionally, staying consistent is the key to achieving the end goal. With all of that in mind:

- Who is your accountability partner? _____
- When are you going to meet monthly? _____

Create an agenda for your meetings: _____

- Create a calendar reminder with date, time and location (for the next 6 months)

“When I say something, I generally stick to it, no matter what it is in life.”
– Ben Askren