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Hey everyone, welcome to another episode. This is the last one. Last one. Number five, in the series of bad advice entrepreneurs are given, and that we hear maybe on a regular basis. So topic number five is good people make good partners. And as I've said, you know, throughout this series, this is coming from Robert Kiyosaki, he sent out an email. And he listed what he thought were the five pieces of bad advice that we get regularly as entrepreneurs. And so again, he talks about good people making good partners. And you know, the theory here is that just because you're a good person, many of us assume that, oh, you're going to be a good business partner as well. And so that's definitely bad advice. Because, you know, just like, you know, someone that you build a business with, or you build a marriage with, or whatever the case may be, right, there are certain situations in life where you build a partnership, and just because that person is a good person Doesn't make them a good partner for you. Okay, be it in a marriage or relationship or even in business, right? You know, I'm a great person. But if you wanted me to go into business with you to run, you know, in an IT company, I could probably run the business aspect of that just fine. If you thought that I was going to help with a technical aspect, you have found the wrong wrong person to be your partner. Right? And so that's the theory that we want to look at, or the lens that we want to use when we're thinking about this bad advice. As we see people every single day, we know that we interact with individuals that are great people, we have great friends, we surround ourselves with great people. Okay. And I'm sure that from time to time, you may have gotten asks offers inquiries about you know, someone wanting to join your company, or your business to partner alongside you, or to help you with all of those things, right. If it hadn't happened yet. It probably probably will, because it does happen. People start to see you building something amazing. And inherently people want to be a part of that, right? People always want to be a part of something good. And so you are going to come across a really good people. But please

be smart. And remember that good people do not always make good partners. Right? You have to hire for the qualities that you're looking for. And again, it goes back to that episode that I did you know, previously several weeks ago about hiring for characteristics and qualities of leadership as opposed to just skills. Because what we start to then look at is in this situation is Oh, they're a good person, they're calm, they support me. They agree with me on my concerns. They have the same perspective on life that I do. And so, you bring onto the company, but they don't know how to run a business, or they don't know how to manage their time, or they don't know how to lead people. So then what have you done, you brought someone into your organization that looks like they would have been great because they're agreeing with you on the high level, you know, theory of life and business, but when it comes down to actually running the business, they don't have the first thought about how to do that. Okay? Or they've run their own business, and they're used to being independent and you're used to being independent, and you both have opposing views about what independence looks like. And so then it's hard to bring your two ideas together. And so now you've just divided your business. Okay. So, again, that advice good people do not make good partners. One of the interesting things that I thought that Robert Kiyosaki said here is that, you know, over the years, he'd gone from bad partner to bad partner, which according to you know, in this comes from his Rich Dad, Poor Dad book, you know, to his rich dad's assessment that makes him a bad partner. And that was interesting to me. Right? We think that if we're going to bring on good people, and we're a good person, we can also Be a good partner to them. And if they're a bad partner that makes us a bad partner, because we didn't figure it out, right, we have equal ownership in that partnership failing, right? We made the decision to bring that person into our business. So we own their success. Right? So think about that. That was powerful to me. You know, he said that, you know, his rich dad told him that he would never be successful if he remained a bad partner, by hanging out with bad partners.



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And that was really that was interesting to me as well, right? So not only does it make us a bad partner, but if we continue to start businesses or you know, we maintain our business and bring on multiple different partners and they're all bad, we're going to continue to be a bad partner. We have to look to our circle, we have to look to different groups to a mentor, to a coach to someone else who can guide us on the pattern of behavior that we're we are displaying, as you know, as a partner In our business in order to improve ourselves, so that if we still need to have a partner in the business, we can go and find the right one. And we're looking past the fact that they're just a good person. We're looking at the the leadership qualities that they bring the core values that they hold. We're looking at their experience, we're looking at their ability to be a partner, and partner with you and your style. Right. So, this is a really short episode I you know, I don't have too much to add

on this. I just thought it was a really interesting concept. Because a lot of people do that. A lot of people will hire or bring on other individuals into their business, because they see them as a good person and they think, well, if they're a good person, they can do a good job. And I'm going to tell you to look past that look past the emotional nature of bringing someone into your business and really put on your business hat. Your you know, realistic, ideal view of your business right, your business comes first. So put your business first. Not a relationship. tip that you have with someone else, look through the lens of your business needs, and determine who you want to bring onto your business from that perspective. And the way that I regularly do that is I first will sit down and say, Okay, what do I need in a person that I'm bringing on, I need to fulfill this role, and identify whatever role it is, I lay out the job functions that I need that person to be able to do, I'll lay out the values that I need them to have. And I need them to I'll lay all the requirements and so essentially, I create my job description. Right, we should have a job description. So if you're going to bring on a partner, create your job description first. Then again, after you do that, you'll be able to find your ideal business partner if you need one. Or you'll be able to hire the right people into your business. Because you know what you need first, and you're not swayed by human emotion to say, oh man, that's a good person, that they're gonna be great. I just like them. Alright, that will deter you from doing that. And then in the same way, you won't be a bad partner yourself. You will find the right partner for your business, and you'll be able to move your business forward. So think about that. When are you trying to bring on a business partner? Are you thinking about, you know, hiring new people? Are you thinking that, you know, just good people will do the trick, I want you to step back and think about your current practices of hiring and looking for individuals to bring onto your business. And I'm gonna challenge you to reassess that if you're really looking not only at the surface and using your emotions to drive your decisions, as opposed to logic and reason that I know that you have because you're a business owner, and use that to bring on the talent that you need into your business. All right, so this is the last one. This is the last episode in the series of five. I appreciate you listening. Thanks.