



## **iQuestions Faculty, John D. Beckett**

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Question:

*How important is character in the hiring process and how does one spot it?*

Answer:

You know, I was speaking to a group of students in Beijing, China, and I mentioned the importance of character in the hiring process. Well, after I finished, a young lady stood up and asked this question. She said, "Mr. Beckett, can you tell me how I get character?" Wow. What a question!

It really made me think about what goes into the development of a person's character. I think that it has to do with the associations we keep, the things that we value, the challenges that we overcome.

I would put character above skill-set, ahead of many other factors when it comes to hiring a person. If I have that solid character, I know I can build the other qualities into that person's life.