

# The People You Attract

Effective leaders are always on the lookout for good people. Recruiting – doing it well – must certainly be a high priority for Life Care and Century Park.

What will determine whether the people you want are the people you will get?

It's an interesting question, and John C. Maxwell – author and internationally recognized expert on leadership development – has an answer.

“It's determined by who you are,” he said. “If you have recruited and hired a staff, you will probably find that you and the people who follow you share common ground in several key areas.” He listed them as:

- **Generation**. Most organizations reflect the characteristics of their key leaders, and that includes their age.
- **Attitude**. People with good attitudes tend to make people around them feel more positive. Terrible attitudes bring others down.
- **Background**. People attract – and are attracted to – others of similar background. This natural magnetism is so strong that organizations that value diversity have to fight against it.
- **Values**. Whether shared values are positive or negative, the character you possess is what you will likely find in the people who follow you.
- **Energy**. It's a good thing that people with similar levels of energy are attracted to one another, because when you pair a high-energy person with a low-energy person and ask them to work closely together, they can drive one another crazy.
- **Giftedness**. People are attracted to talent and excellence and are most likely to respect and follow one who possess their kind of talent.
- **Leadership ability**. Who you are is what you attract. The leaders you attract will be similar in style and ability to you.

Just remember: As the leader, your associates are watching you closely. The Bible has something to say about that: *Not domineering over those in your charge, but being examples to the flock* (1 Peter 5:3 ESV).

– Beecher Hunter