

Dream Hire List Exercise

A list of people you'd jump at the chance to hire or work with

In this exercise, take some time to look through your network and think of stunning people you've worked with in the past or people you'd like to work with in the future.

What type of people should be on my dream hire list?

- *Someone you have worked with previously that you know is amazing*
- *Someone who has been referred to you by others that gives you confidence they would do well on your team.*
- *Someone whose work you have seen publicly and therefore have confidence they would do well on your team (think publications, conferences, tech blogs, etc)*
- *Someone who looks perfect on paper who has either never responded to you or has responded, but the timing has never been right.*
- *Someone who has regrettably left your company that you would rehire OR someone who declined our offer that we should continue to court*

Who are my dream hires? Here are a few suggestions to help you get started.

- *Look through your personal LinkedIn connections. You may come across previous candidates and coworkers you may have forgotten about.*
- *Ask your team and cross-functional groups for referrals. Who would they hand-pick for your team?*
- *Think about events, dinners, and conferences you may have attended. Who did you meet?*

Dream hire list

1. **[Insert Name]**
2. **[Insert Name]**
3. **[Insert Name]**
4. ...