

How to Hire & Manage for Your Church Culture - Episode 471

Every hire you make is a culture decision. You're either adding somebody who makes your team more like who you said you want to be or somebody who pulls it a little the other way.

When you make your culture-shaping behaviors a normal part of your hiring, onboarding and staff evaluation process, you get *better* at hiring and managing. You'll see *less* turnover and *more* staff embracing and celebrating your culture alongside you.

In this episode, we're talking **interviews, onboarding and reviews**. We'll also share a bit of how Sun Valley does this at their church and what it would take for *you* to get started.

Key Quotes

- "Scripture actually teaches us feedback is a gift. The wounds of a brother are actually a blessing."
- "We don't expect new hires to be completely proficient in it, but we're setting up the language, the expectations and the boundaries for our culture from the beginning."
- "Don't surprise people. Don't let a review be a revealing. It should be a culmination of healthy, consistent, one-on-one conversations you've been having throughout the year."
- "You can't hold people accountable for things you haven't clearly articulated and consistently coached."
- "As a leader, it is your job to guard the gate when it comes to the culture of your team."

Self-Assessment: How Are We Doing?

If you're ready to start integrating your culture-shaping behaviors, use the steps below or dig into "[The Culture Development Playbook](#)," available in our Resource Hub. Use the code **CULTURE** to sign up for a free one-month subscription.

1. What would we include on a one-page summary of our culture-shaping behaviors for new candidates to review?
2. How will we weave the importance of cultural fit into our interview process? Who will be responsible for this culture screening?
3. What do we need to add to our onboarding process to ensure new team members understand the language, expectations and boundaries for our culture?
4. What do we need to change about our employee review process to provide clear, consistent communication on their performance all year long?

Listen to the episode on iTunes or at theunstuckgroup.com/episode471.

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If Jesus walked into your church right now, would people recognize him? We've created a personalized Savior who exists primarily to meet our needs, bless our lives and guarantee our spots in heaven.

But here's the problem. That Jesus would be unrecognizable.

In the book "The Missing Messiah," bestselling authors Kyle Idleman and Mark More will help your church rediscover the Jesus based on Scripture, not on culture. Plus, check out the six-session companion study guide with free access to streaming videos. Learn more at missingmessiah.com.