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Hiring Your First VA Or Assistant: Dos And Definite Don'ts

Top influencers use virtual assistants to supercharge their businesses while shaving hours off their workday. Discover the dos & definite don'ts of hiring a 'rockstar' VA while avoiding all the common pitfalls.

www.scaleyourhustle.com

Why would we want to hire an assistant and what are some of the mistakes you see when hiring?

There are 3 steps to growing a business:

1. Systems
2. People
3. Marketing

There comes a moment when people realize that they've grown their business to the point where they can't keep doing it all.

The biggest mistake in hiring is dumping everything on them.

When the assistant has been run into the ground, many people will think to themselves that it must be that only they can do it right.

Look around your business field and you'll realize that others are more successful than you. Don't get caught in the mindset that only you can do everything in your business.

When you hire someone, don't hurl everything at them. Build them, train them.

How can a VA help influencers grow their business?

You have to recognize that your role is to become a mentor to your hire. Stabilize, optimize, expand. Don't get stuck in the expand. Your business needs to be stabilized first and then that system needs to be optimized before you grow.

When you hire, know what stage you're in first.

Build an SOP and train from that. When training, remember that people have different modalities of learning so create a video and put it in writing. Have a KPI for results. Groom them and train them.

How much income should someone be earning before hiring?

How much are you not earning? How are you being diminished in your ability to grow?

What tasks do you see coming up for VA's?

Everything. You want to replace yourself in various tasks.

Is there a proven process to hire the best?

He uses Upwork and he'll post a job and put a stupid saying in the middle of your post. Ask them to repeat the saying in their response. You can ignore all who don't follow this simple instruction.

Listen to their questions as well.

How many unique tasks can you expect your assistant to do?

It depends on the level of cognition they have. You don't want to have them multi-tasking too much.

Once the task is in someone else's hand you can think about automated what they're doing.

Should people consider hiring in the country or overseas?

For low level task, you can pay less.