

## CHRISTIAN HIRING

The four-filter framework for the Christian business owner. Theology embedded, not bolted on.

Most leaders hire for skill and pray about character. The biblical pattern is the inverse. The four filters below, in order, are how Christian business owners hire without sacrificing the team for the star — or the gospel for the growth target.

01

### CHARACTER

*Do they tell the truth when it costs them? Do they take responsibility? Do they treat the people who serve them like image-bearers?*

Ask: tell me about a time you got it wrong. Watch how they describe the people they have had to fire. Reference-check past direct reports, not just bosses. Hire slow here.

02

### CALLING

*Is this role what God made them to do — or what they will tolerate for the salary?*

Ask: if money were equal, what would you choose to do for the next five years? Listen for fit between their gifting and the role you are offering. The wrong fit will not last.

03

### COMPETENCE

*Can they actually do the work at the level the business needs?*

Ask: walk me through a project you owned end-to-end. Run a paid working-session interview. The portfolio + 90-day trial beats the resume every time. Test the work, not the credential.

04

### CHEMISTRY

*Will they sharpen the team, or grind against it?*

Ask three current teammates to interview them. Watch how candidates treat the receptionist. Test for humility and energy — talent without humility is a tax the team pays for years.

## CHRISTIAN FIRING

The 5-step protocol for firing with integrity. Justice and mercy do not cancel — they cooperate.

Firing is hard. It is also sometimes a stewardship requirement. Protecting the team, the mission, and the customer can require removing someone. The protocol below honors both the person and the role. Do it as the kind of leader you would want firing you.

### 01 CLARIFY THE GAP

Name in writing the specific behavior or outcome the role requires and the specific gap. No surprises.

### 02 GIVE THE COACHING

Two coaching conversations minimum, 30 days apart. Notes in the file. Tell them this is a job-saving conversation.

### 03 PRAY AND DECIDE

Pray about the decision. Ask three trusted advisors. If the gap stays, the decision is clear, not cruel.

### 04 DELIVER WITH DIGNITY

In person. Monday morning, not Friday. Short. Honest. Severance generous within reason. Help with the next chapter.

### 05 PROTECT THE TEAM

Tell the team what changed and why in the most respectful terms. Address the rumors before they form. Lead.