

The Solopreneur's Guide to Hiring A-Players

Find A-Players Quickly and Take Your Business
from \$100K to \$1M

HOW TO USE THIS:

Use this guide during interviews to ask the key questions from the A Player Identifier. These questions help you quickly spot top talent by focusing on traits like motivation, leadership, and problem-solving. This way, you can avoid bad hires and build a high-performing team that drives your business forward.

THE A PLAYER IDENTIFIER

CANDIDATE NAME: _____

1

TRAIT	QUESTION	LOOK FOR	HAS IT?
HIGHLY MOTIVATED	Can you give an example of a time when you went above and beyond to achieve a goal?	Passion and drive to succeed	<input type="checkbox"/>
PROACTIVE	Describe a situation where you took initiative to address a problem without being asked.	Take initiative without direction	<input type="checkbox"/>
INNOVATIVE	Tell me when you introduced a new idea that significantly improved a process/product.	Think creatively to solve problems	<input type="checkbox"/>
STRONG LEADERSHIP	Provide me an example of how you led a team through a challenging project.	Inspire others	<input type="checkbox"/>
RESULTS ORIENTED	Describe a recent project where you set ambitious goals and achieved them.	Focus on delivering results	<input type="checkbox"/>
STRATEGIC THINKING	How would you approach developing a new strategic plan for [blank]?	Articulate clear planning	<input type="checkbox"/>
PROBLEM SOLVING	If you encountered a significant obstacle in a project, how would you address it?	Identify priorities when problem solving	<input type="checkbox"/>
COMMUNICATION	How would you handle a situation where you need to communicate a complex idea to a non-expert?	Clearly convey ideas and information	<input type="checkbox"/>
PROJECT MANAGEMENT	Describe how you would manage a project with tight deadlines and limited resources.	Manage projects effectively from start to finish	<input type="checkbox"/>
TECHNICAL PROFICIENCY	What steps would you take to learn a new technical skill that's critical for your role?	Expert in relevant technical skills	<input type="checkbox"/>

POST MORTEM EVALUATION

TEAM WORK	Actively listens and engages in the interview	<input type="checkbox"/>
ADAPTABILITY	Provides examples of adapting to change and learning	<input type="checkbox"/>
PASSION	Showed enthusiasm and general interest	<input type="checkbox"/>
ACCOUNTABILITY	Takes ownership of past mistakes	<input type="checkbox"/>
EMPATHY	Demonstrates understanding from other perspectives	<input type="checkbox"/>
TOTAL POINTS		

OUR MISSION
HELP SOLOPRENEURS SCALE WITH SYSTEMS.

WHY THIS IS IMPORTANT:

Hiring the wrong person costs you time and money—two things that busy solopreneurs can't afford to waste. This guide helps you quickly identify A players, so you avoid costly hiring mistakes and build a team that can deliver results with minimal supervision. By using this framework, you'll save countless hours sifting through candidates and reduce turnover, all while ensuring your business runs smoothly with top talent driving growth.

Ready to build a team of A-players and scale your business? Let us help you implement this proven framework to identify top talent fast. Schedule a free consultation with us today and discover how you can save time, avoid hiring mistakes, and grow your revenue by building a team of high-performers.

If you need a hand identifying A-players or want to chat about strategies for scaling your business effectively, we're here to help.

Reach out to us at square1grp.com/contact.