



The Electrical Contractor's A-Player Hiring Kit

Build a winning crew—without wasting money on bad hires or settling for B-players.

HOW TO USE THIS KIT

1. **Print this PDF.** Keep it handy whenever you're writing a job post, interviewing, or evaluating staff.
2. **Start with the Job Ad Template.** Post exactly what's inside to attract higher-quality candidates.
3. **Use the Scorecard.** Rate each candidate against objective criteria instead of gut feel.
4. **Run the Interview Script.** Ask the questions word-for-word to spot A-players vs. pretenders.
5. **Track & Decide.** Fill out the scorecard for every candidate. Anyone scoring below the threshold is a pass—no exceptions.

Job Ad Template (copy & paste)

1 **Headline:** "Growing Electrical Contractor Seeking [Position]—Join a Crew That Wins Together"

3 Bullets:

- Steady pipeline of jobs—no downtime between projects
- Growth path to foreman/leadership for A-players
- Paychecks that clear on time, every time

Call to Action: "Apply today with your resume and availability to interview this week."

Candidate Scorecard

2 **How to use:** Give each candidate a 1–5 score per category. Add the total. Candidates scoring under 18 are not considered A-players.

| Criteria | 1 (Poor) | 2 | 3 (Good) | 4 | 5 (Excellent) | Notes |
|--------------------------|-------------|---|-------------|---|------------------|-------|
| Technical Skill | | | | | | |
| Reliability / Attendance | | | | | | |
| Attitude / Team Fit | | | | | | |
| Communication | | | | | | |
| Leadership Potential | | | | | | |

Interview Script

3 **10 Questions:**

1. Tell me about a time you solved a problem on a job without being asked.
2. How do you handle a situation when you're behind schedule?
3. What's the most important thing about working on a crew?
4. What's one skill you're actively improving right now?
5. Have you ever trained or mentored another electrician/apprentice?
6. Describe a time you made a mistake on the job—how did you fix it?
7. How do you handle conflict with a coworker or foreman?
8. What do you want your career in the trades to look like in 5 years?
9. What does being an "A-player" mean to you?
10. Why should we pick you over other candidates?

WHY IT'S IMPORTANT

Bad hires cost money, morale, and reputation. In electrical contracting, one wrong hire can blow up a job and drag the whole crew down.

This kit gives you the tools to hire systematically—not emotionally—so you build a team of reliable, skilled A-players who help you grow instead of holding you back.

Grab Your Free A-Player Hiring Kit Now



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