



DISNEY'S APPROACH TO SELECTION, TRAINING & ENGAGEMENT

Non-Negotiables

Create your non-negotiables prior to beginning your hiring process. Whether you use a video or a handout to communicate non-negotiables, make sure it's clear during the hiring process what you're looking for so candidates can self-select out and so you're staying true to what your organization really needs in terms of employees.

If you're looking to create this tool for prospective employees, videos can be produced for little money by contacting the communications department at your local university or community college. Students may be looking for potential projects and the opportunity to showcase their work. Even easier – just create a handout with your organization's history on one side and your non-negotiables on the other. This will give a prospective employee enough information to make an informed decision about coming to work for you.