

Below is a story about Jill. She is a perfect fit for our company culture. Read on to find out if you are too.

When Jill comes to work, she doesn't play around. She responds immediately to calls and emails and, although her workload is very full this week, she doesn't complain. Jill wants to know from her boss how she is doing at work: the good, the bad, and even the ugly. She wants to improve each day, so she needs and desires this feedback to know what to work on.

Is she defensive when something goes wrong? Nope. Does she blame others? Nope again.

Jill takes 100% responsibility for the results she achieves. When she doesn't get the desired result, it makes her unhappy and she figures out how to fix the situation.

When you open Jill's email box, what do you see? It's organized and she is on top of everything. What about Jill's workspace? It is also organized and even prepared in advance. Jill's car? Always clean. Jill takes pride in being organized and detail-oriented.

When Jill comes to work, she is there to work, not to socialize, gossip, or play on her phone. She is early to work and to her appointments. Jill doesn't need people to motivate her—she has been driven since she was knee-high to a grasshopper.

Jill works to make money for her family, but she is also motivated by the fulfillment that comes from knowing her job is making a difference in her community.

Jill sounds great, almost perfect, so there has to be a catch. There is.

Jill does not like working with Jack. As a matter of fact, Jack is not a fit for Jill or for Invest Home Pro. Want to know why? Read this office poem to see why Jack is a better fit... somewhere else:

*Near a water cooler far, far away...A company ponders what went astray...We made a mistake and hired Jack. Now his old employer won't take him back. Late today for the 10th time, oh no. Communication with the boss, happening slow. Is today the day Jack learns a new skill? No, not now, I don't think he ever will! Could self-improvement solve this problem? No, Jack thinks his work is already awesome! We didn't hit our results, can Jack explain why? Probably someone else's fault, he's leaving early... bye! That desk is a mess, how do you get things done? I will look at it tomorrow... got to run! What can we do to help Jack be more driven? Nothing, that's just how Jack has always been livin'. When something changes in his job, Jack veers off the page-Jack cannot stand any change, regardless of the wage. It's not working out Jack... this is our final plea! Did you say something about my favorite person... me? Things have to change, we are running out of humor! Where is Jack? In the break room of course... starting a new rumor. Getting a straight answer from Jack is a tiring chase. This office is too demanding... time to move on to the next place.*

Now, if after reading this you think you may be a good fit, let's get to more of the details and specifics.