

General Session 2: The Power of Ethics - Hiring for Character and Competence and Why it Matters!

1. It is said that people, “hire for competence and fire for character.” What do you think this means?
2. Famed author and speaker, Jim Rohn, once said, “Character isn't something you were born with and can't change, like your fingerprints. It's something you weren't born with and must take responsibility for forming.” How do you think character is formed?
3. Peter Schutz, the former CEO of Porsche, is credited with once saying, “Hire character, train skill.” For some, this implies that character cannot be learned. In your own experience, if character is the sum of your beliefs, do you think your character has changed over the past five years?
4. What do you think it means to have a culture of character?
5. Describe an organization you have interacted with that could be described as having a culture of character.
6. Elon Musk, is an entrepreneur most known for his work with SpaceX and Tesla. He once stated, “[My biggest mistake is probably] weighing too much on someone's talent and not someone's personality,” said Musk. “I think it matters whether someone has a good heart.” Considering SpaceX and Tesla both require a high level of technical expertise, why do you think “a good heart” matters so much? How would you describe a good heart?