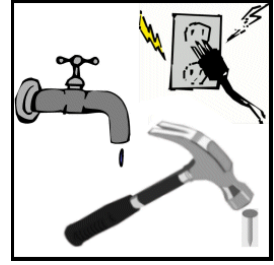


from the free seminar **How to Hire ANY Contractor**
a.k.a. How to Avoid a Renovation Horror, Part I
www.RenovationHorror.com



How to Find an Honest Contractor

It's not an oxymoron, but they are in the minority.

If you needed to hire an administrative assistant, what would you do? Well, you might start by asking your employees, coworkers, friends and family if they know someone who is looking for such a job. You would look at a few dozen resumes; bring in 4 or 5 people for interviews; and pick one. A company I used to work for did most of their hiring like this. They had over 1000 happy, productive employees who had more than a job to lose if they didn't succeed.

Other employers start by placing an ad in the newspaper or on craigslist. They are inundated by over 500 responses per position. They will skim over a few hundred resumes trying to find the skillset they're looking for, bringing it down to a few dozen applicants. Then they'll look at those resumes more carefully, again looking for that combination of skills that suits the need of the job. Then they'll bring in a dozen or so candidates for interviews.

In either case, the interviewers will assess applicants' knowledge and personalities. Will the candidate's character mesh with the existing staff or will they cause trouble? Do they dress appropriately for the job or are they messy and disorganized? When they have it down to one or two, they would check references. Only at the end, would money be discussed.

Which would you rather do? Which process do you think is more successful? Try this on for size. Would you *consider* taking 3 random resumes and asking them how much they want after a brief description of the job? It certainly would take less time. Would you then pick the one who wanted the least money, or maybe the middle one? No, of course not, that's *not* how to find a professional who is going to work well with you. You would probably be fired if your superior found out you did this.

Then why do most people use the 3 bid system to find a tradesperson? If you want the services of a reliable, ethical contractor who puts *your* interests first, then use techniques for hiring a professional. Begin your search with your friends, your family, your coworkers and your neighbors. Ask them for contractors who have done *similar* work for them in the past *few* years. Interview a few to see if they have the skills to do the job you need and a personality you can get along with. Check their references, the CRB, their insurance, etc. If you've done your homework in earnest, you should have *one* professional worthy of your trust in front of you. Now ask him how much he wants. If he's trustworthy, he's not going to rip you off. If it's more than you want to spend, reduce the scope of the project. If you go to a cheaper contractor (and there's *always* a cheaper contractor), you most likely won't get the long-lasting, high-quality results or the good experience that everybody wants.

For more information on remodeling without the aggravation, read my article "What Do You *Really* Get with 3 Bids?" It's available on the "Links & Advice" page of www.hireANYcontractor.com

ABOUT THE AUTHOR: Sam Brusco is the owner of Brusco Design & Renovation. He is a registered general contractor in RI (#26655) and licensed in Massachusetts (#87472). He is a Certified Aging-in-Place Specialist (developed by NAHB with the AARP), an NAHB Certified Active Adult Housing Specialist (for 55+), a Certified Green Professional, and a lecturer. Brusco is a member of the US Green Building Council – RI chapter, the Rhode Island Builders Association, the National Aging in Place Council, and is a licensed Lead-Safe Remodeler (RI #LRM-0955). He can be reached at 401-632-0765 and Sam@BruscoDesign.com © 2010 Sam Brusco