

**Homeowner's Guide USA - Science Of 4 Crucial Phases  
To Effective Contractor Screening – Part 4**

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**PART 4**

**Science of Resident-Contractor Relations**

\*References Appear At End Of This Guide

**Preview**

In *Part 3* of this series “*Science of the 4 Crucial Phases to Effective Contractor Screening,*” we briefly rehashed obvious and less conspicuous aspects of *Phase 1 and 2*. Most notably, we were a bit more enlightened to the effect that the initial two phases can be used also as a *pre-screening process for ascertaining contractor willingness to be cooperative*.

It was resolved that a contractor’s roundabout refusal to go along with our requirements for filling out an application is reckless disregard for our inherent authority. It is indicative of the contractor’s latent tendency to dictate the hiring process. We also identified this as a probable display of the contractor’s attempting to place his/her wishes ahead of ours.

Notwithstanding the fact that this building trades person potentially has superior skill for our project, since we are offering to compensate him/her for using it, then it is more a matter of respectfully recognizing *our wishes* as most paramount, instead. But we can be reasonably diplomatic asserting ourselves. We may need only to imply that our home is our domain.

Further, we can calmly insist that the application process, especially for unknown building trades persons, is a necessary standard for our household. We may want to kindly emphasize that we have a policy for first checking out contractors before they are considered for hire. Can we be any clearer?

**Re-stating Our Approach**

Although these facts related to our approach implementing the application process was conveyed in *Part 3* of the “*Science of the 4 Crucial Phases to Contractor Screening,*” there may be the need to re-state them:

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- a. **Phases 1 – 4** are complementary i.e., each is part of a single non-traditional *application process* engineered to support our potential for making most reasonable hiring decisions.
- b. **Phase 1** is implemented upon presentation of our application to unknown contractor candidates. There are conditions for them to take it with them for filling out. Other suggested standards are for them to return it after 24 hours or at some later *scheduled* day and time. Five (5) residential references included.
- c. **Phase 2** is when contractors return the application as scheduled. There are conditions for this, as well. Among these: completely filled out and legible with five (5) residential references.
- d. **Phase 3** is when we unwaveringly commence the deep reputation check. This is otherwise known as the *service validation*. It is new phraseology which complements our non-traditional method to hiring contractors.

### **Time To Discover**

We can assume that we have successfully implemented *Phase 1 and 2*. The most cooperative building trades personnel fulfilled our requests governing suitable implementation of these initial two phases. What do we do next? Certainly, it is not a given that we will immediately check out the information. We can *wait, abort, or dive in*. But what do we *think* should be done at this point? The answer rests with the individual.

If we wait or abort, there could be any number of reasons. Yet it is apparent that the leading reason surrounds *personal insecurity*. To explain, assuming we are glad there is a contractor in our presence. If we were to delay hiring this person, it could mean having to go through *all the trouble* of finding another to accomplish a very important project we have. We can give it a name: *repairing our front steps*. In fact, we may assume, if we can get the contractor to promise to start on them first thing tomorrow morning, by the time we return home at around 6PM, they should be finished. Sounds like a plan. No doubt, far more expeditious than *losing time* on checking out all the information he/she dropped off with us. That should be enough to *prove* this person can be trusted to do a great job. We make the deal.

We return home around 6PM the following day. It all turned out just as we calculated. In the morning the contractor returns for payment. There is no hitch. It was a successful, mutually satisfactory arrangement.

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### And Then ....

But there is more. The next time we hire a contractor, we completely ignore everything about suggestions made using, for short, “4 Basic Phases....” This particular project is for upgrading our back porch. The agreement is for ten percent down to cover *labor and materials*. Agreed. But when we return home to see the progress, there is none. We notice there are no materials stacked anywhere in the yard. We text him. He texts back. There was a family emergency. But he promised to get to it first thing *tomorrow* morning. Succinctly, that is far from likely to happen. Unbeknownst to us, he has gone from one neighborhood to another scavenging off residents. He has taken deposits, yet has done little to no work before disappearing. One peek into his reputation will have uncovered this disturbing reality.

\*Moral: *time invested* validating current and past reputation of *each* unknown contractor, *each* time, can be the most reasonable approach.

### Feelings Of Insecurity

It is normal for us to experience feelings of insecurity when a contractor is immediately available for a project we have lined up. Likewise, it is natural to have a sense of anxiety about putting off something which we strongly believe can be accomplished in less time *foregoing the formality*.

Managers experience these initial feelings often. Yet, instead of their sense of insecurity driving them to quickly hire a promising candidate, this propels them to enthusiastically require this person to fill out an application.

Although managers who find themselves in these situations would like to hire the candidate right away, their sense of insecurity about possibly making a wrong decision, moves them to insist the candidate first fill out an application.

There must be reasonable assurance that a decision to hire will promote the values of the company. These values include blending well with others already supporting the same. Customarily, all activity in the organization is intended for *promoting its objectives* in the best possible way.

Briefly, especially for experienced managers, there must be documented reassurance. Through experience, they have learned that the wrong person can cause issues which will upset the company's status quo. Instead of contributing to enhancement of company values, he/she contributes to chaos.

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Notwithstanding the fact that managers may urgently require the added support, the organization's application procedure has proven to be trustworthy toward initial evaluation of candidate potential value.

It can be useful to acknowledge that experienced managers have had their share of bad decisions relative to hiring. Do we think they want to make more? What if this candidate is like the others who they believed had so much potential, but after *running* the application, it was discovered he/she was unsuitable?

Summarily, we find that with a number of experienced managers, the greatest feeling of insecurity is not with losing the services of a potential human asset, instead, it is with making another hiring mistake. The state of the company is most paramount. It includes the well-being of everyone currently working there.

### **The State Of Our Home – First Priority**

There is no question that if we are the head of household [jointly or solo], our primary obligation is towards making decisions relative to maintaining and improving it. This means, although we have multiple roles, one of the most profound is *manager*. How well we manage our home determines its level of stability.

In turn, that is normally gauged by its degree of comfort and convenience. It follows, as an effective application process is priority with *commercial enterprises*, so can it be with the *social organization* of the home. The significant distinction is that it is towards the well-being of everyone *living* there.

### **Excerpt:**

“Maybe this contractor isn't all he has led me to believe. I would be CRUSHED if my findings are true about that.”

This is immensely ironic in that residents who deceive themselves in this way apparently do not seriously consider the probability of being CRUSHED anyway in the event he takes their money then becomes mysteriously and indefinitely unavailable.”

[ From *4 Crucial Phases to Effective Contractor Screening, 'Phase 4, Necessity of Delay Pending Full Research,'* sub. 'They Must Be First 'VALIDATED,' "Pg. 4].

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**Summary**

All stages of the *4 Crucial Phases to Effective Contractor Screening* work as one towards ensuring we approach hiring as responsibly as possible. Our home projects are secondary to the *overall benefit* of our dwelling.

A bad person in the building trades can enormously contribute to upsetting the balance of contentment throughout the home setting. The havoc he/she wreaks upon our emotions and property is far more devastating than the discomfort we will have experienced, in the very beginning, upon discovering this person was a fraud.

Is it worth the risk? Are we willing to sacrifice the sanctity of our home through not having an intact fraud-prevention system? Do we think it is great home management hiring someone without *first* thoroughly validating his/her documented appropriateness? If we knew a person was a *malefactor*, would we make the hire, anyway?

The *4 Crucial Phases to Effective Contractor Screening* (an application process) offer a reasonably safe system for identifying contractors for who and what they *really* are. In spite of how uncomfortable it can be, when we defy backing down from our objective for truth, what we find can increase our level of self-empowerment toward the final step: *Phase 4: Making the Safest-Wisest Decision*.

Suddenly, the decision is not so difficult to make, after all.

*“To sit on an idea or fail to act on a goal is not really goal-setting, but wishful thinking.”*

**Les Brown**, internationally acclaimed lifestyles coach.

**HOME IS THE BEST WONDER OF THE WORLD!**

*\*Edited with special assistance from D. Madden*

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**PLEASE REVIEW “*Helpful References*” section below.**

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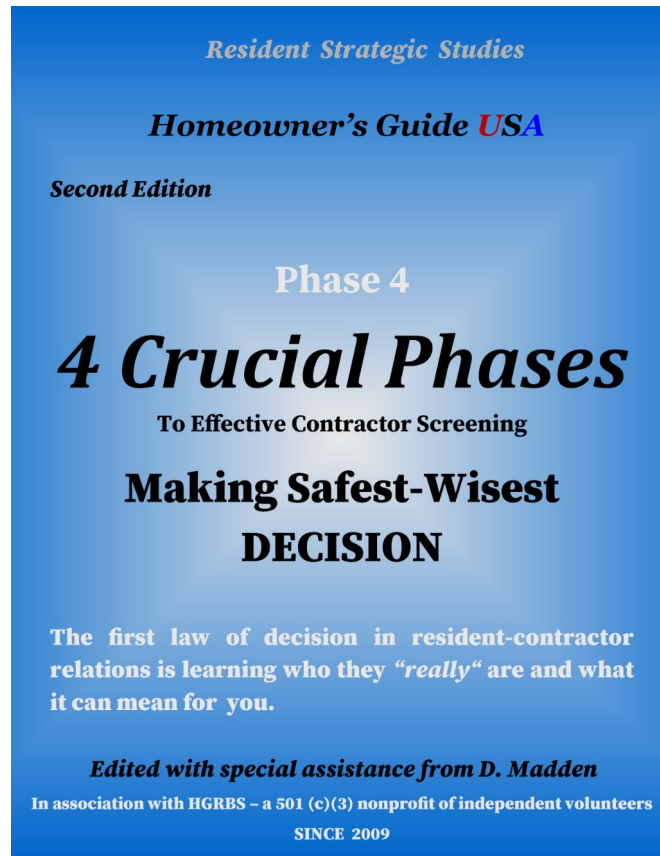
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***HELPFUL REFERENCES***

**Les Brown – Lifestyles Coach**

<https://www.thefamouspeople.com/profiles/les-brown-2136.php>

**PHASE 4 – Necessity Of Delay Pending Full Research**



**ACCESS**

**Backup Link For Phase 4 Homeowner's Guide**

<https://www.americanprivatehomefront-hgrbs.com/4-crucial-phases-to-effective-contractor-screening.php>

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