

JAMES SCHRAMKO

6 Tips to Gain Time by Buying Other People's

- 1. Think leverage** - The aim isn't to not work at all, but to achieve the most from the effort you do put in. Make it your goal to build a team that will do the stuff you don't enjoy or aren't good at, so that you can maximize output and focus on the tasks you do best. This will take an unnecessary load off your shoulders and give you time to actually live, while still running a healthy business.
- 2. Work with people before you work with people** - Make paid tasks an important part of your recruitment. These will tell you how people approach work, how they solve problems, and how candidates measure up against each other.
- 3. Use the 1-3-1 rule** - When someone comes to you with a problem, ask them: What is the ONE problem you're seeking feedback on? What are the THREE viable options you've evaluated? And what's your ONE recommendation? If someone hasn't done the work to find three viable options, they go off and do it, then come back. And 90 percent of the time, the one recommendation they make when they come back fits the bill. After doing this several times, people eventually start to self-solve their problems. This is where a culture of empowerment and ownership can grow.
- 4. Identify and retain the people you could work with forever** - This is the executive assistant who foresees your every need, or the team members who have been with you a decade and know the business inside-out. These relationships are irreplaceable, and continuity is good for business. You'll get much further with a seasoned team than by constantly replacing people and bringing newbies up to speed.
- 5. Treat people like people, not cogs in a machine** - Everyone you hire is a human being, and deserves an environment where they can do their best work and thrive. Give them the training they need to do well, allow room for mistakes, and reward the behavior you need from them. Give feedback where appropriate, and treat them civilly even when it's time to let them go.
- 6. Consider buying support outside of work** - You may already do this by getting your lawn mowed and your car washed. Imagine all you could do if you had other things taken off your plate or managed by other people - the housekeeping, meals, travel arrangements... If you can afford it, it could significantly free up time and headspace for you and let you get more out of life.

Interested in an amazing life? Check out Dan Martell's book, [Buy Back Your Time](#) and James Schramko's Book [Work Less, Make More](#)