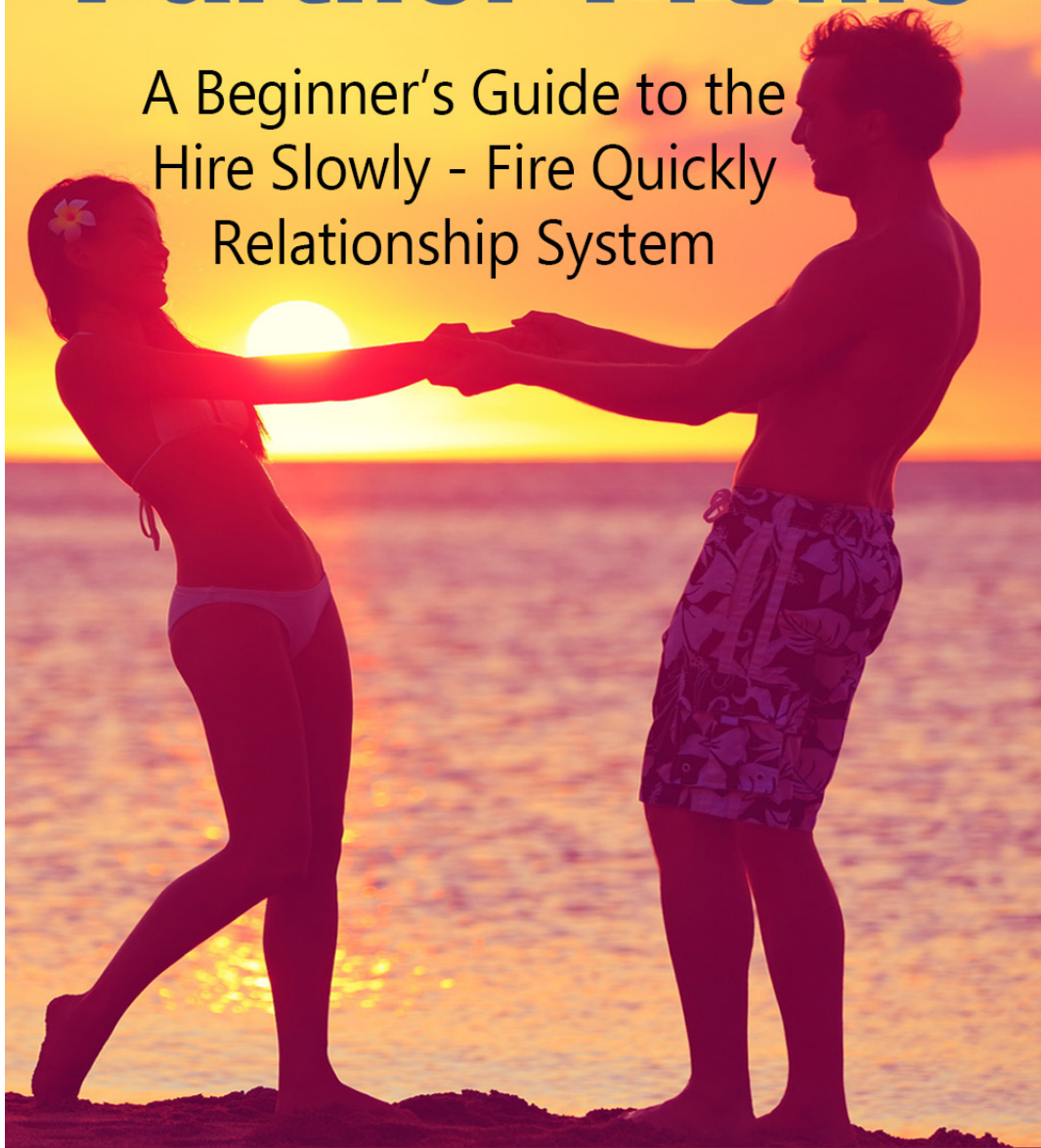


The Ideal Partner Profile

A Beginner's Guide to the
Hire Slowly - Fire Quickly
Relationship System



Dr. Monique Belton

About Monique



Thank you for your interest in my product. In case you aren't familiar with me, I'd like to begin with a brief introduction.

First, I'd like you to know how *passionate* I am about helping the women who I call "*too smart to be in the relationship that they are in*". I help these women transform their *mess* into their *message* so they can attain lasting happiness in their love relationships.

I personally understand what it is like to be a smart woman who has made not-so-smart relationship choices. Despite graduating from both Harvard and Columbia Universities, I made almost every mistake in the book, and my clients taught me the rest. Why? Well, I had no playbook or training in the business of love. Pretty quickly, I began to realize how my own professional training often interfered with creating the right balance of power in my love relationships.

So often, my clients are *exceptional* in their work life but make *dismal* choices in their relationships. I am well skilled in helping them to improve bad relationships, but there is only so far you can go when the match is really poor. This is one reason I decided to create a system which will empower women to make smarter choices early on so they didn't wind up with a broken relationship and a broken heart.

Many of my clients come to me feeling as though they are stuck on a hamster wheel - always going around making the same mistakes over and over, yet never finding the love they truly desire. This observation led me to develop a system that helps my clients identify skills that are working well for them in their business or career and then learn how to apply these skills to improve their love life.

I help my clients break free from their destructive patterns so they can transform the relationship they are in or move on to create the

relationship they want. This approach has been extremely effective in helping my clients make rapid breakthroughs in their current relationships as well as in finding and creating new relationships.

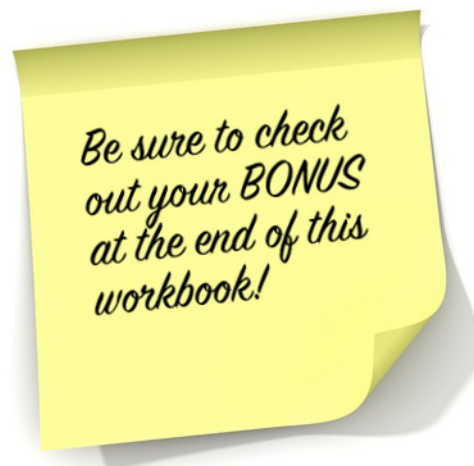
This powerful system, which I call “**Hire Slowly; Fire Quickly**,” frees my clients to see the dating process from a new viewpoint and allows them to examine their love life as if it were a business venture. This new mindset enables them to objectively assess what needs to be fixed, determine what’s possible and take targeted action to achieve real results: fix it, get rid of it or change their mindset about it.

This unique approach enables my clients to strip away all the unnecessary detail of their “story” and get to the essentials so they can follow the plan to get what it is that they really want. Interestingly, this system has not only helped improve love relationships, but my clients often discover that their business flourishes at the same time.

Another of my great passions is animals, and I consider myself to be the Cat Whisperer. I made a name for myself in the world of Somali cat breeding and showing. My backyard is like a bird sanctuary, and I create homemade suet treats for the cardinals, blue birds, woodpeckers and other birds that visit my feeders. The birds create endless fascination for my clients, my cats and me as we look out my office windows.

I am also the co-author of the book, ***The Essential Guide To Overcoming Obsessive Love***. (www.drmoniquebelton.com/olbook)

Find out more about me and my work here:
<http://drmoniquebelton.com/>



Introduction



You've made a wise decision to make the time and effort to go through the steps outlined in this workbook. Doing this work can help you gain greater clarity about who you are and how you can get what you really want from relationships by applying sound business practices to your love life.

First, I'll introduce the concept of "**Hire Slowly; Fire Quickly**" and explain what it means, as well as the advantages of developing your own roadmap to dating success. I will then lead you through some activities to help you determine your own specific job description. Along the way, I will present you with some opportunities for reflection. **Please don't skip over these!** The exercises in this workbook are building a foundation, so don't cheat yourself out of its value by skipping over things you're resistant to or that make you uncomfortable. By the end of the process, I think you'll be glad you stepped out of your comfort zone.

Keep in mind that just reading this workbook will **NOT** change your life. You need to sit down and actually take action. After you complete this workbook, you will have the first draft of your own personal best-practices manual – a road map to help you begin your journey to finding your ideal partner. It will **NOT** be the ultimate guide to hiring the "perfect" candidate, but it will be a great place to start the recruitment process, and it **WILL** give you a strategy for success along the way. After you begin putting the concepts and strategies you learn into practice, you will benefit from reading and doing the activities in this notebook again. The more committed you are to the process, the more you will develop even more insight into what works best for you.

Many people resist the idea of approaching the dating process with a plan and a strategy. They believe relationships should be "natural"

and that they will just intuitively know when it's "right". Well, how has that been working for you? The truth is, if you keep doing what you've been doing, you're going to keep getting what you've been getting.

Now it's time to break that cycle. And the way to do it is by adhering to the most important principle in this workbook. Let's look at it now.

Hire Slowly, Fire Quickly

You might think that hiring and firing only pertains to the world of business. In reality, a love relationship has a lot in common with a business relationship.

When a business manager wants to hire a candidate for a particular position, he or she will usually have some kind of best-practices manual or guidelines to follow. A good manager most likely WILL NOT...

- begin searching for a candidate without defining the duties of the job to be filled
- rush to judgment based only on a candidate's job application
- hire the first candidate that comes along
- waste time and resources on a candidate who obviously isn't going to work out.

A good business manager WILL...

- know exactly what they need in a candidate before beginning the recruitment process
- keep a few good candidates in mind instead of trying to pick "the perfect one" right away. There is often more than one interview.
- hire a candidate based on a strategy, rather than just a "feeling".
- often include a probation period, even after a candidate has been hired.

Can you see how these same principles can apply to finding the right man?

In business, they know that hiring slowly is the best practice, because you put a lot of time, money and energy into a new hire and it is very difficult to fire someone if you make a mistake. In the business world, multiple interviews, background checks, and probation periods are commonplace before any candidate is actually hired. This enables the business manager to see whether what the candidate says they will do is how they will actually perform.



What are the advantages of a recruitment strategy for romantic relationships?

- **Speed control:** No more rushing into relationships, only to realize too late that they are less than ideal.
- **Self-preservation:** No more overcommitting to virtual strangers.
- **No wasted time on dead-end relationships:** No longer engage in serial monogamy that results in a string of relationships that go nowhere.
- **Self-improvement:** Increase your certainty and self-confidence when it comes to decision-making in both love and business.

By following practices like these, businesses avoid the pitfalls of hiring someone who may have plenty of charm, charisma and great interview skills but then never performs up to their apparent potential. Instead, businesses hire temps, and if they work out and are a good fit for the company, they are hired. In the search for a high level employee (such as a CEO or CFO) businesses will engage in a long process of recruitment, sorting interviews, background checks, probation periods and intensive supervision before they commit to

hiring a candidate. Following the system outlined in this workbook will help you keep new candidates in your hiring “funnel” until you’re very satisfied that the two of you are compatible for the long run.

The Hiring Funnel



Your hiring process ideally begins with a large candidate pool. This is equivalent to the pre initial interview stage in a business environment where candidates are recruited and sorted according to whether they meet the most basic requirements for a job position. I call these your “no-brainer” requirements and will go into more detail on these later. When you are assessing a new suitor, he should be placed in your funnel - your pool of potential candidates – **if and only if** he meets your most basic, “no-brainer,” requirements.

One reason you want to keep the pool of candidates as large as possible is so that you can learn more about each one before you decide whether to filter him out. Like any good business situation, competition brings out the best and worst in people. You’ll get an opportunity to realize that the shine wears off some people after the first two or three dates. On the other hand, you may warm up to others as your relationship grows, even if the first few dates aren’t great. First dates are tricky, and are not a reliable indicator for the kind of future you might have with another person.

Danger Zone

The “Hire Slowly, Fire Quickly” strategy can be very helpful if you typically attract truly dangerous men, such as those with narcissistic or obsessive personalities. These candidates can be some of the best and most charming first dates. These Narcissist and



Obsessive/Controlling personalities really know how to make a great initial impression and make themselves completely desirable – all very quickly! If you’ve had difficulties with these kinds of personalities, this method can definitely help protect you from getting drawn in to similar relationships again.

Keep these points in mind as you search for your next candidate:

- All relationships have challenges. You want a relationship with “normal” challenges.
- Don’t take on a “project” because you think you can help them. You can’t fix the unfixable.
- You can learn more about a candidate’s true personality, habits, values and communication style by observing his actions rather than by listening to his words.
- Following the “hire slowly” strategy can prevent a lot of wasted time, regret, heartache and possible emotional trauma.
- Be careful about disclosing too much too soon. Too many women make the mistake of rushing into a relationship too quickly, with disastrous results.
- Chemistry and passion feel GREAT, but remember, fire can burn. Also, fires that burn quickly and brightly can burn out just as quickly. Having a strategy and following a plan makes it much more likely that you’ll have a safer, more stable long-lasting love.



Reflection Questions

If you've ever jumped into a relationship too quickly, what was it like initially and what was the result? What were the long-term effects?

What prevented you from slowing down and taking your time in your previous relationships?

Do you have a systematic way to filter candidates? If so, what is it? How confident are you in your method?

How might the "Hire Slowly" principle help improve your next or current relationship?

It Starts With YOU



You may be surprised to realize that you need to begin your search for the perfect partner by looking in the mirror. Here are a couple of basic exercises you can use to get in touch with who you are and what it is you need in a relationship. Contrary to what you might think, focusing on yourself isn't selfish. It's actually much more fair to a potential boyfriend if you're aware of what you want and need and make those needs known at the appropriate time.

Personality Profile

At some point in your life, you've probably taken some kind of personality test or filled out a personal profile. It's not necessary to have a full psychological evaluation, but it is a good idea to understand and acknowledge what makes you tick and determine what other personality types you may clash with.

One personality assessment tool is called **DISC**[®]. This assessment is user friendly, uses common language and results are easy to understand. It can certainly help you gain a better understanding of your personality style as well as how you might relate with other DISC personality types.

Here is a resource for a free online assessment, which does not require any personal information to take the short version of the test and get your results: <https://www.123test.com/disc-personality-test/>.

Personal Values

If you haven't recently (or ever) thought about the things in life that are most important to you, it's a good idea to do so *before* you get involved with someone else. Of course, your values don't have to perfectly match those of a potential boyfriend, but it is helpful to know if you have very different values and consider how those might affect a future partnership.

You may already know some of your top values, but if you need some ideas to get started, here is a list to get you thinking:

<http://drmoniquebelton.com/values>

Reflection Questions

What is your personality type?

What personality types do you feel would be good matches for you?

What personality types would you clash with?

What are your top 5-8 values?

What if you discover a potential candidate does not share some of your values? Which ones are deal breakers?

A Job Description For Your Ideal Partner

It's time to start thinking about what "job duties" you want your candidate to take on. Your personality profile and values assessment may have helped get you started. Once you're clear about exactly what you want, it will be much easier to figure out which candidates will have a real chance of participating in a happy, healthy relationship with you.

It's important that you don't invest your time and resources in just anyone. You deserve better than that! If you don't value yourself, why should anyone else value you? Keep in mind that it's much more difficult to get rid of a bad candidate that you have already bonded with than it is to be patient and wait for the right person to begin with.

You may think you're in the market for just a casual boyfriend, but be honest with yourself. Do you really want a boyfriend "just for now" or someone who just takes up space or fills a void? In reality, 95% of women want a committed lover and a secure, long-term, monogamous relationship. Make sure you're confident about your job description before you just accept "whatever comes along." If you go with the first guy in line, you may find yourself attached to the wrong person and unavailable when Mr. Right really does come along.



Reflection Questions

What is your vision for your ideal relationship?

What do you see yourself doing with your ideal partner?

Do you need someone to share an active lifestyle or are you looking for some one that likes to stay home and cocoon?

Do you need intellectual stimulation and shared professional interests or are you just looking for someone to have a good time with?

Do you want to raise a family or lead a childless lifestyle?

Do you like to save your money for a rainy day and feel financially secure or do you like to throw caution to the wind and spend your money with a easy come easy go philosophy?

Needs, No-Brainers, and Wants

When you're creating the job description for your partner, it's important to know the difference between no-brainer requirements, needs and wants.



Needs

Needs are the non-negotiable requirements that must be present in a prospective long-term partner for your relationship to have any chance of success. However, you may not always know if a candidate is capable of meeting these needs right away. You will discover this in the dating process. The most important thing right now is for you to clarify for yourself exactly what your top needs are.

To determine whether something is absolutely a need, you can ask yourself, "Could a relationship work for me if this were missing?" Put another way, if a certain characteristic was missing, would you be so unhappy that you would eventually leave the relationship no matter how much you and your partner loved each other and wanted to make it work? That's why I define "single" as a "no-brainer" requirement (see below). Few women would stay with a married man for the rest of her life, no matter how much they loved him if they knew that he would never divorce.

Needs may involve geographical proximity, personal appearance, children or no children, political affiliation, religious affiliation, race, sexual orientation, frequency of sexual activity and sexual practices.

No-Brainers

“No-brainers” are some of the most obvious requirements a candidate absolutely *must* have before he will even be considered for the initial candidate pool. I am including a list of what I believe are universal requirements that are pretty basic. I highly recommend that if a potential boyfriend is lacking in any of these areas, this should raise a red flag and cause you to immediately rule that man out as a potential long-term partner.

Requirement One: He must be sober.

Any potential candidate must have remained sober for at least one year. He must be free of alcohol or drug abuse, gambling, sex addiction or any other kind of addiction. Twelve-step programs make it clear to participants that they should not enter into a romantic relationship before they have achieved a longer-term sobriety. Remember, no “projects.” You do not want to become involved in a relationship where you feel that someone else’s sobriety is dependent upon you. An addict is going to love whatever he is addicted to more than he will love you and a healthy loving relationship will not be possible until he has his addiction under control.

Requirement Two: He must be single

For all intents and purposes, “separated” is the same as “married”, so the next requirement is that the candidate must be single and not in another long-term relationship. Lots of separated men will tell you that they’re “almost” divorced, and say that you should be able to date them as if they were completely unattached. “Almost” divorced can mean anything, but what it usually means is that the man is not available to commit to you in marriage. You may not currently be interested in getting married, but what if you change your mind? “Separated” typically means that, sooner or later, he might “have to” return to his wife because of financial commitments, the children, or simply out of habit, guilt or regret.

When you’re with a separated man, he often needs healing, and you’re the person who will provide a soft shoulder, acceptance, and love. Many times the separated man feels so good about himself after

you've healed him that he decides he wants to date more people after he gets divorced. So, let the separated man get his divorce and then call you. Meanwhile, you'll be dating people who are available to commit to you permanently should the relationship become so wonderful and compatible that you both want to be together forever.

Requirement Three: He must be employed.

I highly recommend that any potential candidate be someone who can maintain employment. Someone who has been chronically unemployed should raise a red flag for you. A man like that will have a lot of different explanations as to why his unemployment was not his fault. While obviously I don't know him personally, I do know he is the common denominator in his chronic unemployment situation, and that usually this reflects deeper problems or issues.

You don't have the time to figure out what this man's issues are, and you don't want to risk being in a relationship where you bear the entire financial burden. As I mentioned before, you definitely don't want to take on anyone who is a project, and from the beginning, needs your help to become the partner you desire.

Requirement Four: He must not work closely with you.

A potential candidate should not be someone you work closely with. It is especially important that he **not** be your boss. If things don't work out with your relationship, your work situation could become very complicated. If you break up with your boss and he doesn't want to see you, it might result in the loss of your job. If he is a co-worker and you no longer want to see him, you might have to start searching for another job even if you love your job. It's OK to meet someone at work, but try to meet somebody in another division or somebody that does business with your office, not somebody that you have to see everyday at the next desk.

Whether or not you agree with all of my "no-brainer" items, be sure to carefully consider your own needs that **absolutely** must be met. Remember, these are items that must be met before you will even consider dating a man. If he meets these "no-brainer" requirements, he goes into the candidate pool for further consideration.

Wants

Unlike needs, “wants” are qualities you’d like a partner to have, but they are not necessarily deal-breakers. Some of these may involve the personal values that you identified before.

Take some time to consider and write down your own unique list of needs, no-brainers and wants.

- **First** decide on the characteristics you want in a man and list as many as possible.
- **Next**, out of your list of wants select the ones that are your true needs – the ones that must be met for the relationship to work in the long run. Highlight the ones that are your no-brainer requirements.
- This is a task that requires absolute personal honesty and it can be very difficult to navigate on your own. It may be a good idea to get some support from a counselor or coach.



Sample List of Wants and Needs

Here are some items to consider as you create your own personal list. Not all of them will apply, and you may think of others not listed here.

- Acceptance/appreciate differences
- Addiction Free/Sober
- Authenticity
- Balance Of Giving and Receiving
- Commitment to Self-awareness
- Common Vision/Purpose
- Emotional intimacy
- Family oriented
- Financial responsibility
- Financially secure
- Flexibility
- Good listening
- Harmonious
- Healthy mind, body, spirit
- Honesty
- Honor each other's space
- Independence
- Integrity
- Loves animals/pets
- Loves Children
- Monogamy/Fidelity
- Mutual emotional support
- Mutual Respect
- Mutuality
- Neat
- Negotiate Differences Positively
- Open Communication
- Organized
- Passion
- Physically Compatible
- Proactive In Relationship
- Respect Each Other's Feelings
- Respect each others' opinions
- Responsive to each other's needs
- Romance
- Sensuality
- Shared Domestic Responsibility
- Shared Dreams for Future
- Shared Primary Interests
- Shared Sense of Adventure
- Shared Sense of Humor
- Shared Spiritual/Religious Beliefs
- Stable
- Spontaneity
- Support Each Other's Goals
- Supportability
- Trust
- Single

Reflection Questions

Use this space to make a list of everything you want in a partner

Which of these are your needs – the things that must be present for the relationship to ultimately be successful?

What are your absolute “no-brainer” requirements – things that are necessary for you to even consider dating a man?

Putting it all together

Now, it is time to put all the puzzle pieces together. Take a look back over your personality profile, values, requirements, needs, wants and your notes about your vision for your ideal relationship. All of these things should help you create a good working list of what you are looking for in a long-term partner. It will take some time and effort, but defining and writing out the unique job description for your ideal partner will allow you to date with much more focus, clarity and confidence.

As you start working on this exercise, you may feel overwhelmed. There is a lot of information to sift through and prioritize. Don't feel like you need to do it all in one sitting. This may also be a good time to get some feedback or support from a friend, relative, counselor or coach as you work through the process.



Reflection Questions

What are all the unique pieces of the job description for your ideal partner?

Once someone passes your “no-brainer” requirements test, he is placed in the pool of candidates you will date. Since you now have your job description written down, I recommend you keep it handy and rate every potential candidate on a scale from 1 to 10 for each point on your list.

The Dating Game

The Three-Date Rule



The Hire Slowly strategy employs a “Three-Date Rule.” This is what will enable you to sort through your candidates and determine how well each one may be able to meet your requirements. Business people will recognize this as equivalent to reducing opportunity cost.

The three date rule means that, unless you eliminate a candidate for not meeting your “no-brainer” requirements,” you will go out with him a **minimum** of three times if they ask you. This means that you don’t say “no” to a second date just because you

didn’t feel any “chemistry” the first time out. You are not supposed to feel “love” for a stranger. That is the feeling of infatuation, and it doesn’t require any real knowledge of the person. It’s like the feelings you have about a movie star or musical artist. You don’t know them but you can have powerful feelings toward them based on who you believe them to be, and of course, on how they look.

Remember, if you just met someone days or weeks ago, he is basically a stranger. It is especially important to remind yourself of this when you feel like you have known him all your life. You **don’t** know him!!! True knowledge of a person requires repeated observation and experiences with him over time. Some of my client’s biggest mistakes happened when they forgot that it was too soon to really know someone they had recently met. Remember, if the feeling is real, it will still be there after a few weeks or months. If you have ever been involved with a Narcissist or Sociopath, do you wish you had waited to get to know them better and observed to see if their words matched their deeds?

It's also just fine if you **don't** feel sexual chemistry while you're still getting to know the person. In fact, it's probably better not to have wild, crazy sexual chemistry upon first meeting someone, as it clouds your judgment and can result in poor choices. Hormones and sexual chemistry do not inform you about the possibility of long-term compatibility or the other person's character. They only tell you that (in your eyes) the person is "hot". As you get to know a candidate who is not so exciting on the first date, you may begin to develop some chemistry and learn that he really is a good fit for the kind of relationship you are seeking.

The Stages of a Relationship



If you have started dating, you are now hopefully getting a sense of which candidates are compatible with you. Keep in mind that dating means that you are seeing multiple people – not limiting yourself to one. As you go through this exciting, nerve-wracking process, it is helpful to remember that all relationships have several distinct phases or stages: the romantic stage, the conflict stage, and the final (commitment or separation) stage. For the purposes of this workbook, we'll focus mainly on the romantic stage, since this is when the initial recruitment process happens.

The **ROMANTIC** stage can be best summed up by the phrase, "Nothing else matters, as long as I'm with you." It's an exhilarating, thrilling time that typically lasts from 1 to 4 months. It's also a time when many poor choices are made. One of the biggest risks in the romantic stage is that you may decide prematurely to hone in on one prospect and dump everyone else out of the candidate pool.

Keep your options open

It's can be difficult to slow down and keep a cool head when you're caught up in the excitement of the romantic stage. Most of us love to jump into the deep end of the swimming pool. It's exciting, it's sexy, it's exhilarating! But it can also be dangerous.

Just as you follow the speed limit on the highway, following speed limits in your relationships can help you avoid accidents and/or avoid missing important signs along the journey. It may seem counter-intuitive, but slowing down in the beginning can actually get you where you want to be faster.

Keep your options open before selecting a candidate to hire. This will save you the trouble of "firing" him later if he doesn't make the grade. Conversely, don't eliminate candidates from the pool of applicants before you have seen all of their qualities. The best applicant is not always the most impressive first interview or first date. Some people really know how to make a great first impression but that has very little to do with how they impress you 2-4 months later. They may not be saying or doing anything that reminds you of your first impression.

The Three-Month Rule

Don't waste valuable time and miss making a great match. If you "hire" too quickly, you might already be attached to someone when the real right guy shows up. If you narrow down the pool of applicants too soon you may eliminate the person that you would be the most compatible with. To be explicit, no matter how attractive the candidate is, if they ask you to stop dating others or to shut down your online profile before you have known them at least 3 months, "just say NO!" Competition is your friend.



Observing this practice can help you avoid spending months or years trying to move on and leave a bad relationship, all while great men who you may be *wildly* compatible with are dating and committing to other women.

By the time you leave a bad relationship, you often have to “detox” and take a break to heal. While you’re taking a break, even more great men who you may be wildly compatible with will be romancing and connecting with other women.

When you (eventually) get back into the dating game, you’ll want to be trying to do things differently so you can have a different result. You know the old saying: “If you want to keep getting what you’re getting, keep doing what you’re doing.” You know you have to do something new, so why go through all that pain? Learn to do it differently NOW!

Boundaries

Although it is outside the scope of this workbook to address boundaries in depth, it is worth stating that you need to have healthy boundaries at every stage of the interviewing, recruiting and hiring process.

To set a boundary, you must be willing to:

- Commit to it (and to your self respect)
- State it clearly
- Let the other person know when they’ve crossed the line and state the consequences of doing so again
- Follow through with your stated consequences when necessary

Just the Beginning...

Wow! If you've made it this far and have worked through all the exercises and asked yourself all the reflection questions, you're well on your way to creating much more fulfilling relationships in the future.

However, this is just the beginning of your journey. Going through this workbook once has given you a rough draft of your personal best-practices manual for recruiting good job candidates. As you implement the "Hire Slowly, Fire Quickly" strategy in your relationships, you'll learn even more about yourself and what works best for you. Be sure to reflect on those things and add them to this workbook when you discover them.

Support

It's also a good idea not to try going it alone. If you don't already have a support system, make sure you get one ASAP. We all need someone to talk to and give us feedback, support and accountability. You can get support from many people: friends, relatives, spiritual leaders, therapists and coaches to name a few.

Next Steps

Assuming that you've thoroughly completed the exercises in this workbook, here are your next steps:

- Re-read and refine what you've written here
- Find and recruit at least one support person
- Claim your bonus!

Reflection Questions

Now that you have a system to follow, how will you keep it in place when everything inside you wants to throw it out the window?

What kind of support do you need?

Where will you get it?

Here's your BONUS!



Congratulations! As a reward for your commitment to yourself, you're entitled to a free strategy session with me so we can get you motivated and prepared to move forward with the "Hire Slowly, Fire Quickly" strategy.

I hope you've found this workbook to be a helpful resource. Please don't hesitate to contact me with any comments or questions you may have. I am here to support you.

Warmly,

Monique

www.drmoniquebelton.com