IT Founders: Can You Actually Afford Your Next Hire? (The 5-Minute Hiring Readiness Test)

Find out if your business can support your next hire—even if growth feels strong—without guessing or relying on your .

INSTRUCTIONS

This takes 3–5 minutes. Read each statement and answer: **Yes / No / Not Sure**

You're not fixing anything yet. You're checking whether your business is actually ready for it. Every **"No"** or **"Not Sure"** is a signal that something needs attention before you grow.

	YES	NO	NOT SURE
1. Demand & Workload			
1. We consistently have more work than our current team can handle			
2. Delays or bottlenecks are starting to impact delivery			
3. I can clearly define what this new hire will own			
4. This hire solves a capacity problem—not confusion			
2. Revenue Consistency			
1. A portion of our revenue is predictable (recurring or contracted)			
2. I have visibility into what's closing over the next 30–90 days			
3. We are not relying on one or two deals to justify this hire			
4. Revenue feels stable—not just temporarily high			
3. Pricing Strength			
1. Our pricing supports additional payroll			
2. We are not discounting heavily to win deals			
3. We are confident in our rates and margins			
4. We're not hiring to fix underpricing			
4. Operational Readiness			
1. We have clear processes for onboarding and managing this role			
2. This hire will improve efficiency—not create more chaos			
3. I'm not the bottleneck for everything in the business			
4. The team has structure—not just "figure it out"			
5. Decision Confidence			
1. I can explain exactly why this hire makes sense right now			
2. I understand how this hire impacts growth			
3. I'm not making this decision out of stress or urgency			
4. I feel confident—not hesitant—about moving forward			

Scoring

Count your "No" and "Not Sure" answers:
0–4 → You're close—but tighten a few areas first
5–9 → This hire is riskier than it looks
10+ → You're likely hiring too early

Why this Matters

Hiring is one of the fastest ways to grow your business. It's also one of the fastest ways to create pressure if you get it wrong. Most IT founders don't struggle with finding talent. They struggle with knowing when it actually makes sense to hire.
So they either:
Hire too early → cash gets tight
Wait too long → growth stalls

Neither is strategic. This is how you move from:
"I think we're ready…" to "I know this is the right next move"

If this raised more questions than answers...

That's exactly the point. Let's take a quick look at your business and figure out what actually makes sense before you make the hire. No pressure. No pitch. Just clarity on your next move.

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