

# 5 mistakes that are hijacking your recruitment.

**Poor hiring decisions waste time and resources, damage team morale and your reputation.**

**1 Rushing to fill vacancies:** Are you compromising on quality and recruiting the best of a bad bunch? Being proactive, working on your employer brand right from the start, and building a talent pool will speed things up when the business needs someone yesterday.

**2 Using unstructured interviews:** Without a structure, you'll have the same chance of predicting success in the role as studying handwriting and be making 'gut feel' decisions. There's a misconception that it's easy to spot the right person within the first 30 seconds of an interview. By introducing 'structured conversations with a purpose' you'll reduce subjectivity and bias, make far better hiring decisions and increase the diversity of your team.

**3 Using untrained interviewers:** If your interviewers haven't been taught how to question and probe candidates to obtain detailed examples, it's highly likely they will 'wing it' and make decisions on very limited evidence. They'll say *'I was really impressed in the interview, we got on well, I really liked him'*, but have no specific evidence of the suitability for the role.

**4 Lacking multiple stages:** If you rely on interviews alone, you're doing superficial due diligence and missing out on the deeper levels of insight available. Introducing further assessments that are engaging and relevant to the role is a game changer. You'll be amazed how much more you discover about a candidate's strengths and limitations.

**5 Assessing the wrong things:** Do you know what you're measuring and why? Are they all relevant to the role and engaging for candidates? You could use your existing materials as part of a more creative, competency based process which will take your assessment ability and decision accuracy to the next level.

**Worried you're making some of these mistakes?**

**Read my free guide to help get you started:**

***'Design a recruitment process you can trust so you hire the right people. Every time'***

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