



BUILDING ORGANIZATIONS ONE CAREER AT A TIME

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"The competition to hire the best will increase in the years ahead. Companies that give extra flexibility to their employees will have the edge in this area."

Bill Gates

Hiring Miscues

The national unemployment rate for major groups has been continually dropping and is now under 4%. Companies are improving benefit offerings, reviewing compensation programs to remain competitive, and managing their talent pool. By 2019, 25% of the US workforce will be 55+ years old so succession planning is critical. There are currently 6 million job openings in the USA. For the last 3-4 years, there has been an increasing fight for talent and it will get worse due to expansion plans, promotions, and retirements. Time is money and the last thing companies need is to hire incorrectly. Here are 4 very common HIRING mistakes.

#1 Inadequate Interviewing: Every role is a reflection of the business model and culture. Many companies schmooze candidates or rely on first impressions. Interviewing is an art form and there should be an assessment of hard and soft skills, functional and cultural fit, and evaluation of capabilities, contributions, and accomplishments through a series of situational questions and discussion points. Having a scorecard to measure the various qualifiers for any role is the best way to make comparisons among the applicants. 65% of the time, the best candidate for the role is not the best interviewer.

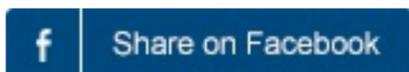
#2 Avoiding the Problem: About 25% of the searches we manage annually are confidential replacements. The client recognizes that the incumbent is not meeting expectations and needs to be replaced. Often the search comes with an upgrade in responsibilities. However, too many companies camouflage the problem and attempt to hire around it because of loyalty and/or seniority. Sacrificing the wellness of the company by circumventing the problem will create turnover.

#3 Backward Thinking: We call it “Pothole Mentality.” Looking backwards and replacing a role is stale thinking. Don’t replace; rather re-engineer the role for today and tomorrow. Reassess core skills, requirements, and competencies. With all the changes impacting business through technology, outsourcing, and best practices, organizations need to align their staff and resources to both the current and future needs of the business. Hiring to replace yesterday is a mistake.

#4 Not Being Upfront: There is a right way and a wrong way when hiring. Be honest on workforce hours, travel, responsibilities, culture, leadership, and wellness of business. Building trust from the beginning is essential. Over one third of turnover is due to hiring authorities who were not forthcoming and the hired candidate feeling deceived.

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