



Steps to ensuring you avoid a bad hire

Hiring good people or leading a team is something that even seasoned managers find elusive. Bad hires cost in so many ways. It's absolutely worth taking time to do it right. Even so, it isn't easy.

At Energi Talent Resourcing our management team have interviewed and hired thousands of people and positions over the years, in this time we can say one thing for sure. It helps to use a lot of common sense.

Here are some real life common sense mistakes that are made during interviews and our suggestions on how they can be avoided.

Job Fit

Most bad hires fall under the heading of "**bad fit**." They're the result of obvious flaws like a job spec that is poorly thought-out or in some cases having no job specs at all. During the interview process some interviewers tell prospective employees what they think they want to hear or simply ignore obvious warning signs. Applying such bad interview techniques that will end up causing you problems.

If you're not **clear, honest** and **straight** forward about what you're looking for, it is very likely you will not likely get the right fit.

These days it's popular to talk about cultural fit but this is not as important as finding the right people who are capable of doing the job, love doing the work, and if possible, have done it before and done it to an exceptional standard.

Candidates should be asked to give you specifics about their capabilities as well as past experiences doing the kind of work you're looking to hire them for. As a potential employer there are four things specific to the job that you need to know about the candidate: Are they capable, do they enjoy it, what have they accomplished, and how did they do it? That will tell you most of what you need to know.

It is important that regardless of the candidate you do, don't try to force-fit or shoehorn them into positions their not ideally suited for. If you do you will live to regret it.

Personality

There are numerous good and bad personal qualities to look out for during the interview process. It is important to attract people who demonstrate that they can actually **listen** and



engage, have a **can-do attitude**, are **grounded** and **flexible**, seem to be creative problem solvers, are reasonably calm and confident, and can handle responsibility and hold themselves accountable.

On the other hand you don't want people who have a feeling of entitlement, are so thin-skinned that every little thing rubs them the wrong way, are so self-absorbed that they're totally oblivious to the needs and feelings of others, or are completely unaware of their weaknesses and issues.

Rather than ask direct questions about these qualities, I would simply be on the lookout for clues and, when the interview is over, try to formulate an image of what kind of person you just met. If it isn't good, pass. Trust your gut on this one.

Work Ethic

Another major pitfall to be wary of is candidates padding their CV. A good recruiter should be able to help you eliminate any such candidates but let's face it, a virtual piece of paper and maybe a quick phone screen by a recruiter may not be anywhere near enough to verify that people are who they represent themselves to be. If they lie on their CV, that's a red flag that reveals quite a bit about their work ethic or lack thereof.

Smarts

If you want to hire the best talented candidates for your company, it's important to remember one simple fact: "**You can't fix stupid.**"

That said, there are many different facets to intelligence. They range from common sense to **experience**, **wisdom**, **adaptability**, ability to **think critically** as well as draw logical conclusions based on sound deductive reasoning coupled with troubleshooting, and decision-making, to name a few.

It is important to ask challenging questions and at the same time gauge how candidates think, reason, as well as respond to get a sense of what they've got going on in their head. Another tip: Look for evidence that they've made smart decisions with their own careers, it will likely benefit the companies they work for, as well.

Instinct

In nearly every circumstance of a bad hire, someone who interviewed the candidate will later say, "I had a bad feeling about that guy; I should have listened to it." Pay attention to what your instinct is telling you. If a candidate seemed perfect on paper but in person, not so much, trust that instinct. **Keep looking.**