

Mistakes to Avoid When Hiring New Staff



Whether you're looking to fill a position quickly or are willing to overlook a couple of red flags in favour of giving someone the benefit of the doubt, it is easy to make hiring mistakes. A red flag may seem minor at the time, but a bad hire could ultimately end up lowering employee morale, or negatively impacting your business. So, what are the common hiring mistakes you should avoid?

Overlooking Attitude/Cultural Fit in Favour of Skills

You should hire attitude and, where possible, train skills.

Negativity is toxic, has an impact on everyone around and can destroy a small company. Overlooking attitude and cultural fit because you need to fill a certain skills gap can be tempting but remember - a hardworking optimist will get up to speed fast!

Hiring Someone Because You're Desperate

At some point most companies have a vacancy that they need to fill and the quicker the better. However, one of the worst mistakes you can make is to fill the gap with an applicant who isn't the best fit just because they are the only one that

applied. It's far better and less damaging to wait until the right candidate appears. Hire in haste – repent in leisure.

Ignoring the Red Flags During the Interview and Probation Period

Sometimes when you are hiring staff, you can be so fond of the personality and what a person could potentially bring to your organisation that you consciously ignore what they are not going to bring. Even with candidates that we think can contribute positively we need to be vigilant and recognise any potential red flags.

Allowing a Manager to Recruit Too Many Friends

A client once allowed a manager to recruit more than three of his personal friends to his team in a short period of time. Everything was fine until the manager surprised everyone and quit without notice. Most of his friends left with him. This situation shows that it's important to evaluate how a new hire will affect the fragility of the team before making a decision.

Paying Too Much for Shiny Credentials

While a candidate whose CV and qualifications might be excellent and make them look like a good investment, be wary of anyone asking for a higher rate salary than normal. Call their referees and research them carefully to make sure the increased overhead stacks up to their confidence in their performance.

Hiring for the Short-Term Rather Than the Long-Term

Hiring somebody quickly to fill a short-term need is never a good idea. Sometimes it's hard to slow down and take the time needed to identify what kind of position you need to fill (or create) and go through the proper hiring procedure, but it is always worth it. In the meantime, consider *temporary* staff to fill the gap.

Not Asking For Enough References (or any at all!!)

Some companies have what appears to be overkill where references are concerned with one even asking for eight. It may seem like too many, however, their argument is 'If you don't have at least eight people that can say outstanding stuff about you, then you're probably not the calibre of team member we require'.

Not Listening to Your Gut Feeling

Not everyone is great at seeing the faults in people in the early stage interviews and this can lead to mistakes. The biggest mistake though is not to listen to your gut feeling. If instinctively someone doesn't feel right for the role, even though you can't define why, they probably aren't and listening to your gut can save you valuable time and money.

Rushing the Process

"Slow to hire, no need to fire" is a great mentality. Make sure you interview your potential employees' multiple times and get feedback from your other employees as well. This is the one process that should not be rushed because so much time and money goes into on-boarding activities.