

Avoiding The Cost Of A Bad Hire

Making a poor hiring decision is costly in terms of time, money and morale. But with good preparation and being alert to the warning signs you can minimise the chances of making a mistake.

Get The Fundamentals Right

Don't be hasty. Preparing an accurate and relevant job description is time very well spent as it will clarify the skills and attributes you need. Once you have short-listed the applicants ensure you have a robust interview process, conducted by people who are trained to perform thorough interviews which test skills and explore experiences and attitudes.

Throughout the selection process ensure that your communications with applicants are clear and professional – set out to impress them.

Reference Check

There is no legal obligation to respond to reference requests, so if you do get a response it can often be merely confirming dates of employment. Don't be deterred.

If the applicant has provided you with referee contacts follow up with them directly. There's nothing to lose and a quick telephone conversation could prove insightful.



Psychometric Assessment

Unfortunately, a great interview doesn't guarantee great job performance so it is good to know that psychometric assessment or personality profiling can significantly improve the selection outcome. There are many different tools but our choice is Thomas International Personal Profile Analysis (PPA) which can distinguish between applicants with similar skills and experience by exploring individual behaviours and contributions to team dynamics. To find out more, just ask your recruitment consultant for additional information.



Make It A Great First Day

Orientation and induction are effective ways of reinforcing confidence and commitment in your new hire – but only if executed well. Although orientation is a relatively brief session, it can be packed with useful information which accelerates the rate at which a new start settles in. Induction should last way beyond the first day of employment when new start employees are welcomed, learn about company culture and values and begin to understand the purpose of their position and the contribution they can make. One initiative we use at Thorpe Molloy Recruitment is a buddy system, which officially lasts 6 months, but of course, tends to work unofficially for many months thereafter.

Difficult Conversations

Early signs that all is not going to plan for the new employee include poor attendance, lack of ability to hit deadlines, negative attitude and a failure to work productively with others.

There could be a myriad of reasons for under-performance or lack of engagement so it is important that line reports are trained to identify and manage performance related issues promptly and effectively.

Specialist Recruiter

Engaging a firm with a healthy track record of success for your particular vacancy will be cost effective in the longer term. In addition to providing a short-list of candidates, you will value their discerning assessment and guidance.

Here's the number of a company we'd recommend...

T 01224 327 000

