

# Top 7 reasons why the wrong people get hired

Nobody ever sets out to make a bad hire. But it happens, even to the best hiring managers.

According to Personnel Decisions International, a Minneapolis-based personnel consulting firm, here are the top reasons that companies make poor hiring decisions:

- 1. Hiring managers don't take time to do the job right.** Making the extra effort to put together a systematic approach to staffing will prevent hasty decisions and costly bad hires.
- 2. You don't know what you're looking for.** Because you don't know, you probably aren't going to find it. First, define the duties of the job and the qualifications needed to fill the position.
- 3. You're looking for the wrong things.** Make sure the characteristics you're seeking are the ones that make the biggest difference. "Enjoys being with people" is not the same as "provides exceptional customer service." Make a list of the characteristics you're looking for in each new hire.
- 4. The best candidate doesn't know about the position.** By not effectively marketing the job to the right candidates, you'll find that the competition is acquiring the best people.
- 5. Hiring decisions are based on "gut feeling."** Handshakes, posture and grooming are important, but not reliable predictors of success. Look for fact-based indicators of an applicant's past success. Also, hiring managers who are trained in performing job interviews are more likely to choose the best candidates than those who are not.
- 6. The wrong candidate didn't get enough information to say "No."** Some candidates are a bad match. Better they should decide they don't want the job after the first interview than after the second week or month on the job. That's why it's important to provide a full view of the company and the position, even the more mundane parts of a job.
- 7. You mistake credentials for accomplishments.** Don't be dazzled by diplomas, certifications and other credentials. Those are pieces to the puzzle, but you need to discover how the person can perform the job itself. That's why rigorous evaluation of candidates' skills and abilities can prevent you from hiring a poor performer.