

3 Common Hiring Mistakes




1 - Stop Waiting for "The One"

Holding out for a good candidate is one thing, but waiting around for the perfect employee is another thing entirely.

The biggest problem with this mentality is that "The One" doesn't exist, and the longer you wait for this non-existent employee, the more time you'll spend without hiring someone that is qualified.

2 - Don't Jump in too Quickly

On the flip side of the first problem are those who hire the very first applicant that comes in. A lot of companies fall victim to this, especially if they are desperate to fill a position to meet a certain deadline or complete a pressing project. The problem with this is that you may be settling for less or fooling yourself into thinking that this person is the perfect fit for your company.



3 - Quit Trusting Your Instincts

In some cases, an instinct alone may lead you to choose a winning employee, but this is more the exception than the rule. In most cases, trusting only your instincts during the hiring process can lead to poor results.

Applicants have become so good at answering interview questions and presenting themselves that it is often hard to determine their skill level based on their looks and how they talk. The best way to hire an applicant is to create a scientific, systematic, and empirical grading sheet.



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