We hire people who don't work out

Five places to look, and how to choose where to start

Most hiring mistakes are made in the first hour of the interview and discovered in the third month of the job, which is an expensive way to find out.

Score each option

Score each option twice, from 1 to 5. Help: 1 hardly at all, 5 a great deal. Easy to start: 1 very hard, 5 we could start this week. The highest total is where to start; if two tie, pick the one you will really do this month. In most PDF readers, the totals add up for you.

Option, and the sign it may fit you	Help (1 to 5)	Easy to start (1 to 5)	Total
1. Be clear what the role is for. The job description is last year's, lightly edited.			
2. Interview everyone the same way. Each interview depends on who happens to be asking.			
3. Test the work, not only the talk. You hire on the conversation and the CV.			
4. Plan the first three months. New starters are left to find their own way.			
5. Deal with problems early. You knew within weeks, but waited months.			

An example

A consultancy had three hires in a year leave within six months. It began setting a short piece of real work at second interview, scored by two people against the same list. The next two hires stayed.

This month I will

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You do not need the perfect choice, only a better place to start than the one you would have picked without this page.

Want to talk it through? Book a Discovery Call at smarterentrepreneurs.co.uk

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