

# FACT VS FICTION



## THE TRUTH ABOUT SUCCESSFUL HIRING IN THE 4TH QUARTER

### FICTION

Potential loss of year-end bonuses stop A-Players from considering an offer before Jan 1st.

### FICTION

Hiring Managers shut down their recruiting efforts to focus on year end.

### FICTION

Employee Absenteeism rises during Q4, making it impossible to pin down a hiring manager to make a decision.

### FICTION

It's safer to postpone expanding our team until next year's budget is in effect.

### FICTION

Candidates aren't looking for work in Q4 because they aren't looking to make big changes during the holiday season.

### FACT!

Candidates are flexible for the right opportunity. Transparency and clear communication can easily mitigate any loss of year end bonus. Consider flexible start dates as well!

### FACT!

43% of employers are looking to make permanent hires by the end of Q4 and 9 out of 13 industries reported Q4 net job gains in 2018.

### FACT!

Hiring Managers are focused on Q4 workloads and year end goals, but are equally committed to achieving Q1 goals. Without the proper hires in Q4, their goals will go unmet in the New Year.

### FACT!

All budgets & headcounts have the potential to be cut. Lock in your dream candidates while your budget is secure!

### FACT!

Our firm's volume of candidate calls increases by 15% in Q4. During the holidays, candidates are visiting with family & friends, reevaluating their work life and are very receptive to hearing about new opportunities!