

# HOW TO AVOID A HIRING NIGHTMARE

## Don't make your hiring process a haunted house

How do candidates submit their resumes? Is there a phone screen? How many interviews should they plan for? Follow-up protocol? An organized and well-communicated plan will keep your candidates from running in the opposite direction.



## Beware of the scary compensation package

You won't convince a seasoned professional to leave their current company for a mediocre salary. Do your research so you don't scare those A-Players away with an undermarket offer.

## Don't suck their time with excessive interviews

Don't drain your candidate's time (or enthusiasm)! Streamline your interview process by scheduling all interviews in one day with as many stakeholders present as possible. An endless interview schedule can feel like a stake in the heart to an enthusiastic candidate.



## Don't ghost your candidates!

Inform applicants of the process from the beginning to eliminate confusion. Simply informing job seekers of your "next steps" following their application submission, eases their fear that they've sent their resume into the dark abyss.

## No tricking the candidates!

Vague job descriptions & hidden expectations are no treat! So don't "trick" candidates into applying. Be specific about the responsibilities metrics, necessary skills & relevant experience, and any soft-skills you're looking for.

