

THE 10



MOST COMMON HIRING MISTAKES Made by Recruiters

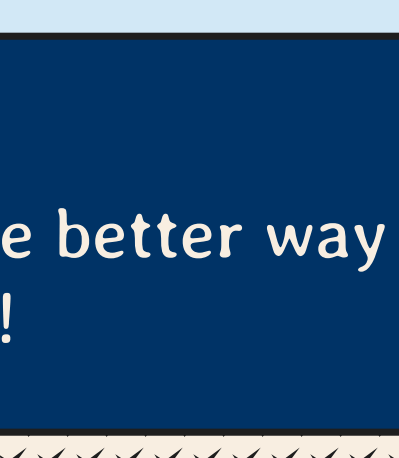
+BONUS! 5 TIPS TO RECRUIT TODAY'S TOP TALENT

1 HANGING IT ALL ON INTERVIEWS

Our data shows that only 9% of interview scores are correlated with quality of hire! There's just too much subjectivity involved, which allows unconscious bias to sneak in, can rattle nervous candidates, and causes inconsistencies across interviews. Bottom line: interviews alone should never be your deciding factor when choosing a candidate - former senior Google executive Laszlo Bock actually said, "Most interviews are a waste of time!"

2 PHONING IN REFERENCE CHECKS

Reference checking is a critical part of the hiring process, but the phone is not your friend. Put on the spot, most references give short "yes" or "no" answers in an effort to be polite, and you'll come away frustrated with very little information. Add disorganized notes and no way to compare data between candidates and you've just wasted **2-3 days** of precious time per candidate.



Immediately reveal insights on skills and attributes with comprehensive reports when you use [Crosschq 360](#) - the better way to collect data and compare candidates across the board!

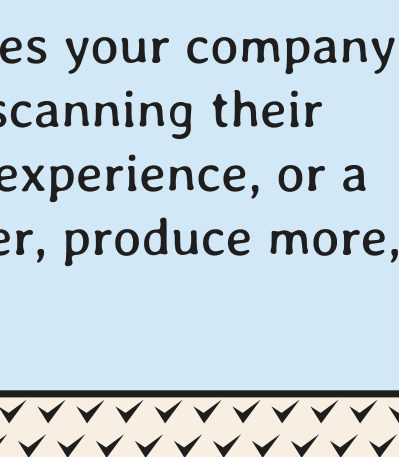
3 DISCONNECTING WITH THE HIRING MANAGER

Insufficient or inefficient communications with the hiring manager because of tight schedules can lead to misunderstandings over what you're looking for in a candidate, or which role takes hiring priority. Failing to optimize your meeting times means you miss the chance to talk about the health of your talent pipeline, the quality of your candidates, and surfacing trends.

[Crosschq TalentWall](#) offers an at-a-glance view of all tasks being worked on and where each candidate and job role stands. This single visualization is ideal for effective use of time during meetings.

4 SKIPPING OVER "OVERQUALIFIED" CANDIDATES

Assuming a candidate is a bad fit because they are "overqualified" on paper could be a mistake. A whopping **49% of candidates** say they'd consider applying for a job they are overqualified for. The real success metric of hiring is improved productivity, and if there's room to grow, the candidate might be open to an honest conversation about job potential.

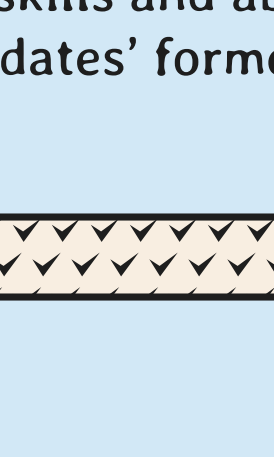


5 OVERLOOKING DIAMONDS IN THE ROUGH

In the same vein, you could be missing out on the best candidates your company needs, not what you may think your company needs merely by scanning their resumes. Passion and energy can make up for a lack of "skills", experience, or a name-brand education. You may find these candidates try harder, produce more, and stick around the longest.

6 RUSHING THE HIRE

With high-value talent staying on the job market for **as few as 10 days**, there can be a lot of pressure to get to the "YES" with a candidate before your competition does. Always keep in mind the **cost of a bad hire**, and ensure you get all of the data before committing. Our bonus tips below show how to create efficiencies and shorten time-to-hire without sacrificing due diligence!



7 CHOOSING TENURE OR TOP SCHOOLS OVER TALENT

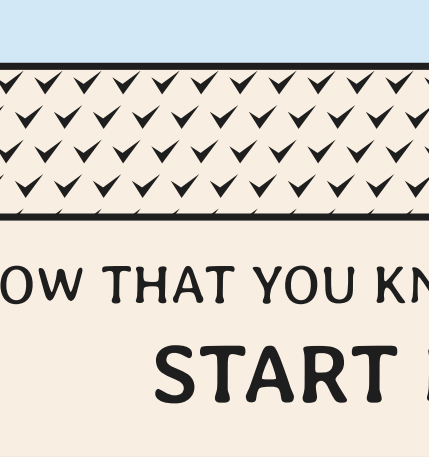
The years spent in a role or name of a university don't always give you a complete picture when it comes to hiring the best of the best. An estimated **15.7 million people** are currently walled out of the candidate pool due to rigid expectations around experience and education. The real needs of the job will be met by skills and abilities - and the **best sources of data** about these factors come from candidates' former managers and coworkers, not their resumes.

8 BELIEVING WITHOUT VERIFYING

A whopping one out of three Americans admit to **lying on their resume**, and the higher an earner they are, the more likely they are to give false information. In addition, many reference sources are skewed towards the positive: for example, LinkedIn recommendations will always be good. You need the real truth about how your candidate performed in their previous positions to make an informed decision.

[Crosschq 360](#) makes it easy to get the real low down on your candidates and compare them honestly with each other across multiple data points - regardless of what their resume says.

9 MISSING THE FOREST FOR THE TREES



It's easy to get lost in the details sending emails to candidates and juggling details of interviews. Is your pipeline crammed with candidates who lack key skills? Are key candidates consistently bailing after the hiring manager interview? Check out our five bonus tips for help with seeing the big picture without sacrificing candidate experience.

[Crosschq TalentWall](#) offers automated executive-ready reporting in an instant for faster run meetings, more productivity and decreased candidate drop-off. *"I've honestly never worked with a product that has done so much to help recruiters raise the bar with their hiring teams."* - alto

10 ALLOWING BIAS TO SNEAK IN

There's no wriggle room for bias in the decision making process, but it can sneak in where it's least expected. In fact, 79% of HR professionals believe **unconscious bias** exists in recruitment decisions. Do you have controls in place to help stop unconscious bias from worming its way into your hiring funnel? If not, it's time to step up your recruitment game.

NOW THAT YOU KNOW THE 10 MOST COMMON HIRING MISTAKES TO AVOID, START MAKING BETTER HIRES. FASTER.

START A FREE [crosschq](#) TRIAL NOW

Bonus!

5 TIPS TO SCORE Top Talent

SECURING THE BEST CANDIDATES FOR YOUR OPEN JOB ROLES IS WORTH THE TIME AND MONEY IT TAKES TO DO IT RIGHT THE FIRST TIME. ANYTHING LESS CAN TURN YOUR ORGANIZATION INTO A REVOLVING DOOR, AND CAUSE LOSS OF PRODUCTIVITY AT EVERY LEVEL OF YOUR BUSINESS. HERE ARE FIVE TIPS FOR LOCKING TOP TALENT DOWN.

1 REWORK YOUR RECRUITING STACK

Sometimes technology can be a challenge to implement and master, but the benefits it brings to the recruitment process are without measure. Look for tech that integrates quickly with your existing systems to make things easier, not harder.

[Crosschq Talent Intelligence Cloud™ Platform](#) connects to your ATS in less than 30 minutes, so you can gain insights, save money, hire faster, and get the best match every time.

2 ASSESS THE HEALTH OF YOUR PIPELINE

Lack of agility in recruitment could be letting poor candidates continue through from stage to stage or leaving top talent to stagnate. Getting on the same page with your hiring manager about the health of your pipeline is critical to recruitment success.

[Crosschq TalentWall](#) provides a complete view of your entire hiring process, letting you and your hiring manager easily see where the bottlenecks are and accurately determine how hiring is going across all departments and roles.

3 BE PROACTIVE, NOT REACTIVE

Focusing on problems during process analysis means you're always scrambling for quick fixes. Instead of complaining that hiring is too slow, or a star candidate accepted a competitor's offer, shift to an action-oriented approach based on hard data.

[Crosschq TalentWall](#) shows you exactly where the problem spots are in your hiring process, uncovering the precise actions you can take to improve funnel conversion rates, increase hiring speed, and enhance candidate quality.

4 GET THE RIGHT CANDIDATE DATA

Process improvements come from better data. How much does it matter if a candidate has an Ivy League education? You need **job-relevant and USEFUL data points** on your candidates, and you won't get that from resumes and notes from reference checking calls or basic interviews. Make the time to research platforms and tools that give you what you really need.

[Crosschq Analytics](#) and [Crosschq TalentWall](#) deliver the data points and insights you need to fully understand your candidates, referral sources, and hiring funnel from start to finish. [Crosschq 360](#) helps you identify rising stars and weed out fabricators by getting important data verified.

5 STOP BACK-BURNERING DEIB

Implement tools and training to address unconscious bias in recruitment, and increase your focus on improving diversity. Are specific departments or hiring processes creating hurdles for equitable hiring? It's critical to benchmark **current diversity stats**, then track and measure improvement over time.

[Crosschq Talent Intelligence Cloud™ Platform](#) is designed to help improve diversity in hiring! [Crosschq Recruit](#) lets you quickly pull in diverse candidates, while [Crosschq 360](#) collects and delivers intelligence that is free from unconscious bias. [Crosschq TalentWall](#) makes it easy to see how close you are to your DEIB goals with dashboard views that show you the big picture.

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