

Hiring Bad Employees

AND THE COST FOR YOUR BUSINESS

Have you ever considered whether an employee seems too good to be true? Over half of all job applications contain false information. How is an employer supposed to know about these discrepancies when they have *what they think* is a great match for the position and their company?

COMPANY DATA

69 PERCENT OF EMPLOYERS HAVE BEEN AFFECTED BY A BAD HIRE

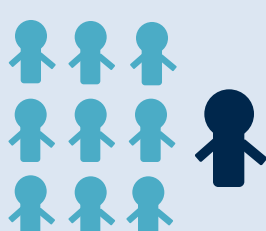
COST OF A BAD HIRE

ACCORDING TO THE US DEPT OF LABOR AVERAGE COST OF A BAD HIRE = **30%** PROSPECT'S 1ST YEAR OF EARNINGS

53% OF ALL JOB APPLICATIONS CONTAIN INACCURATE INFORMATION

NEGATIVE AFFECTS OF A BAD HIRE:

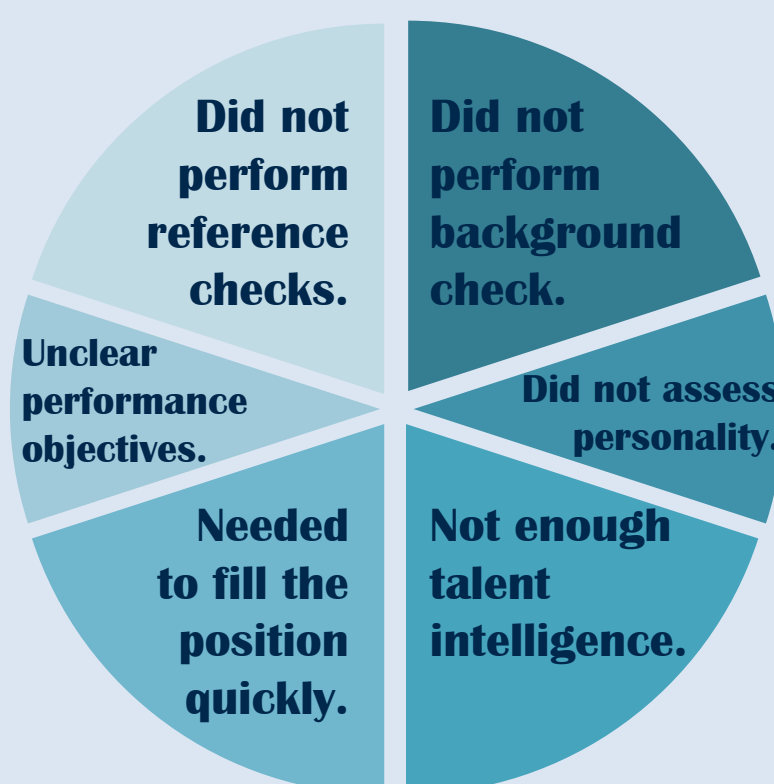
↓ **PRODUCTIVITY**
EMPLOYEE MORALE
CLIENT RELATIONS



EMPLOYEE TURNOVER

PERCENT OF **EMPLOYEE** **80** TURNOVER IS DUE TO POOR HIRING DECISIONS

COMMON HIRING MISTAKES



WHAT CLASSIFIES A BAD HIRE?

- FAILURE TO PRODUCE QUALITY WORK
- NEGATIVE ATTITUDE
- CANNOT COLLABORATE WITH OTHER EMPLOYEES
- IMMEDIATE ATTENDENCE PROBLEMS
- REGULARLY CAUSES CUSTOMER COMPLIANTS
- INABILITY TO MEET DEADLINES
- OVERALL POOR SKILLS MATCH

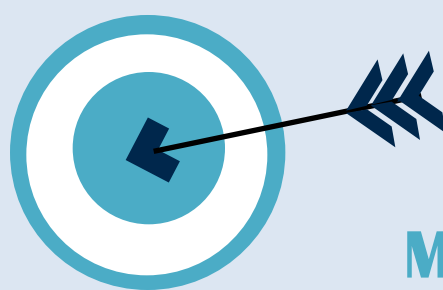


US BUSINESS TURNOVER

BILLION DOLLARS ON AVERAGE IS SPENT ON **300** EMPLOYEE TURNOVER IN THE US

HIRE THE RIGHT EMPLOYEES

PLAN YOUR SCREENING STRATEGY AND REQUIREMENTS



USE A TALENT MANAGEMENT SYSTEM

ASSESS PROSPECT PERSONALITY TRAITS WITH COMPANY CULTURE IN MIND

CHECK REFERENCES

QUESTION RESUME EXPERIENCE