

- Given the cost of mis-hires and the benefits of hiring the right people, having best practices in place to assess candidates is a must.

Positive Impact of Hiring Well

- The right employees make measurable contributions to productivity and corporate culture. “A” players:
 - Are 3-5x more productive with significantly greater impact on top and bottom lines
 - Increase team engagement and participate more actively in corporate culture.
- The right employees positively impact management.
 - Less time spent at work -> lower probability to micro manage
 - Less time spent reviewing work due to fewer errors -> “Get it right the first time.”
 - More innovation
 - Better relationships with employees and customers

Negative Associated with Mis-hires

- Mis-hires are common.
 - According to the Recruiting Roundtable, organizations or new hires regret hiring decisions 50% of the time.
- Tangible costs associated with mis-hires are staggering
 - 14x salary for employees with a base salary <\$100k
 - 28x salary for employees with a base salary between \$100k and \$250k
- Cost of mis-hires increases with seniority
 - Senior manager mis-hire = 27x base comp
 - Sales rep mis-hire = 5x salary