



Avoid These 5 Common Hiring Mistakes People are undisputedly one of the greatest assets a business can have. Having the right people in the right roles helps ensure business success. But if you have the wrong person in the business, it can be toxic. Not only does your company culture suffer but, often, so does the bottom line. Read on to find out five common hiring mistakes you should be avoiding. **1. Not Understanding Candidates Are**

Better at Interviews than Employers

If you don't have a dedicated human resources team, consider outsourcing the initial acceptance of applications and candidate screening. A confident person can easily present themselves as the best applicant for a position and it can be difficult for department managers to be able to see through that. Remember: your team are good at their jobs, not necessarily experienced at selecting the right person to work with them. **2. Hiring Green**

Candidates Without a Plan

People often say that they like to be able to 'mould' an employee to the business and this can be a good strategy – if you put the time into their training and development. Otherwise, it can be a disaster for both you and the successful applicant. This is where a formal process like a graduate recruitment program can really be beneficial. For more information about how this could work in your business, look to online resources like the