

The Do's and Don'ts of Hiring

I recently was asked by a producer of podcasts to be a guest on a show geared toward entrepreneurs and small business owners, and to speak specifically on the topic of selection. The host of the show, Ernie Bryan, got the ball rolling by asking me to explain why many interviews lead to what turn out to be bad hiring decisions.

People who know me know this topic is one I address regularly. It never goes away, because **some organizations never change. Hiring managers make hiring decisions the way they've** always made them - in a hurry, under pressure and without much thought to the task at hand.

In the podcast, I talked about the first reason organizations of all sizes make bad hiring decisions: lack of preparation on the part of the interviewer and a lack of standard job-related questions that are asked of each candidate. That leads to problem number two: the **interviewer's inability to rate candidate's answers** using a standard yardstick.

Bryan and I then talked about the role of pre-employment tests in selection, and how to know what you are buying, before finishing up with a discussion on how on-boarding can **increase a candidate's successful enculturation into** an organization.

It's the E·A·S·I·Consult® approach to hiring, in a nutshell, and it's full of "Dave Hoffisms," as at least one of my colleagues would say.

If you'd like to listen for yourself, you can find the full podcast [here](#).

About the Author

David Hoff is the chief operation officer and executive vice president for leadership development at E·A·S·I·Consult®. E·A·S·I·Consult works with Fortune 500 companies, government agencies, and mid-sized corporations to provide customized Talent Management solutions. E·A·S·I·Consult specialties include individual assessment, online employment testing, survey research, competency modeling, leadership development, executive coaching, 360-degree feedback, online structured interviews, and EEO hiring compliance. The company is a leader in the field of providing accurate information about people through professional assessment. To learn more about E·A·S·I·Consult, visit <https://easiconsult.com> or email ContactUs@easiconsult.com or call 800.922.EASI.