



## **Top Ten Mistakes Businesses Leaders Make When Hiring**

Although they can be avoided, these pitfalls are common:

- They look for talent only when there is a need (reactionary) as opposed to constantly looking for top talent (strategic).
- They do not have enough time or resources to spend on searching, much less, don't have the proper training.
- Because they are in a hurry, they don't spend enough time on the search and settle for a less-than-perfect candidate.
- They don't have a network of people in the industry they can tap to find the most qualified candidates.
- They hire people they know.
- They promote from within, placing employees in management positions for which they don't have the relevant experience.
- They are unable to define what the position is because it's often a new position to the organization.
- They work around the people in the company rather than create the optimal organizational structure.
- They post job openings on the Internet and are deluged with unqualified candidates.
- They're unclear about the skills and qualities required for their open positions.

“...you absolutely must have the discipline not to hire until you find the right people. The single most harmful step you can take in a journey from good to great is to put the wrong people in key positions.”

Jim Collins, - *Good to Great*