

6 Common Hiring Mistakes

1) Hiring Based On Results Of Internal Interviews

- **Historical Accuracy 15.2%**
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2) Rush To Hire Syndrome

- **Rush To Replace An Unexpected Termination**
 - **Rush To Increase Headcount To Make Quota**
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3) Being Sold By Salespeople

- **Sales Managers Often Do & Should Play
A Key Role In Hiring New Sales People**
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- **However, The Easiest Person To Sell
Is Another Sales Or Ex-Salesperson**

Note: The Vast Majority Of Sales Managers
Are Ex-Sales Representatives

**4) Hiring Without Following
A Formalized Hiring Process**

- Behavioral Profiles
 - Testing
 - Ride-A-Longs With Existing Reps
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5) Not Terminating Bad Hires In Training

- Make Hiring Decisions Contingent
On Passing Training
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6) Not Having Candidates "Try Before They Buy"

- Have Candidates Spend A 1/2 Day Observing
 - Have Candidates Ride With 2-3 Reps
- Allow The Candidate To Ask Any Questions
- Allow Reps To Answer Openly & Honestly
- Have The Reps Question The Candidates
 - Obtain Input From All Reps