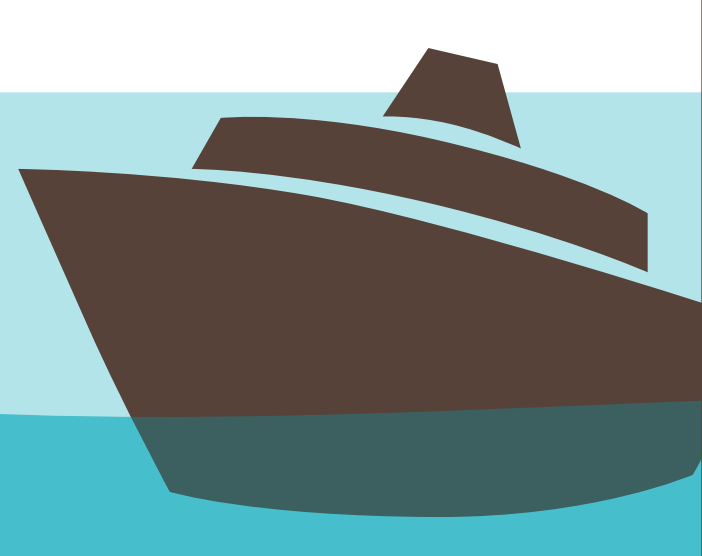


Are you heading for a recruitment disaster?

50%

of all **new hires** are **unsuccessful** or leave their new roles within the first 18 months

Turnover costs can be up to **150%** of the employee's salary



1/3

of organisations have lost potential recruits due to the length of the recruitment process

Iceberg

1 You don't know what you're looking for



of **bad hires** happen because the company needs to fill the role quickly

Recruiters who **identify "failure points"** can reduce hiring mistakes by **25%**

Iceberg

6-8

factors

is the optimal number of criteria to measure

Knowledge



Skills



Personal characteristics



Abilities

Iceberg

2 Your selection methods aren't up to the job

...poor assessment methods such as an informal interview can be up to **ten times less efficient** at predicting an employee's effectiveness than higher validity methods such as a psychometric test?

Did you know...

...a lower quartile performer on a valid psychometric test can be more than **three times less effective** on the job as an upper quartile performer?

...if a chain retail store employing 50 sales people were to select only upper quartile performers on a psychometric test, it could **save hours of senior management time** and £1.2M in direct costs in its first year?

Iceberg

3 You don't know how prone you are to bias



60% of US CEOs are over 6 ft tall... only 15% of American men are over six feet

29% of black and ethnic minority candidates are offered jobs through recruitment agencies, compared with 44% of white applicants



People aged between 50 and state pension age are **73%** more likely to be long-term unemployed than those under 50

Women make up only **17%** of board directors of FTSE 100 companies



OBJECTIVE RECRUITMENT METHODS LIKE PSYCHOMETRIC ASSESSMENT CAN REDUCE THE IMPACT OF BIAS

Iceberg

4 You're at risk of abusing social media

48% of employers use Google or other search engines to research candidates

44% research the candidate on Facebook without their knowledge

27% monitor the candidate's activity on Twitter

37% of people said they change their persona online

Social media can make it look as if you are illegally using age, gender or race in selection

“Employers need to ask, is this information strictly relevant to the job the candidate is applying for?” CIPD

Good recruitment checklist

- JOB ANALYSIS**
Know what you're looking for up front
- ACCURACY**
Know your assessment methods are valid
- VALUE FOR MONEY**
Know you're using the most cost-effective tools
- FAIRNESS**
Know you haven't succumbed to bias
- ONBOARDING**
Know that you'll continue to benefit after the ink is dry



90% of new employees decide whether they will stay in a new job within their first six months in the role

