



JOBFITTS CONSULTANTS



5 Red Flags Every Company Should Look For During The Recruitment Process

About JobFitts

You don't want to recruit average employees – you want motivated staff who will fit seamlessly into your team and stay for the long-term.

That's where JobFitts Consultants comes in.

As our [case studies](#) show, we have a strong track record in helping businesses like yours find the right staff.

The quality of our services is demonstrated by the fact that 98% of our permanent placements stay in their roles for at least two years!

So how does JobFitts Consultants find the right staff?

The key is we recognise that your company – like all companies – is unique. So we go beyond the job description to really understand your requirements. We then connect you with the right candidates who grow your business.

We provide permanent and temporary placements, executive searches and fixed-term contractors. Our areas of expertise include Retail Banking, Accounting, HR, Financial Services, Marketing, Customer Service and Office Support.





The high cost of a bad hire

Hiring new talent for your company can be a time-consuming and costly process.

First, there are the countless CVs you have to wade through as you shortlist potential recruits. Then there are the numerous interview rounds, reference calls and background checks as you assess which candidate will be the right fit for both the role and your company.

But if you pick the wrong person – that decision will haunt you.

Bad hires:

- Cost you time and money in lost productivity as they struggle to perform
- Drag down the rest of their team as they add stress and increase workloads
- Poison the work environment so your good recruits leave
- Need replacing – adding yet more expense and inconvenience

So, given their high cost – how do you weed out the bad hires from the good?

Fortunately, there are several red flags you can look out for during the recruitment process. If candidates show any of these telltale signs, best show them the door!



Red Flag 1: Bragging about other offers

Candidates probably think you'll be impressed if they brag about how other companies are allegedly falling over themselves to hire them. Perhaps they're even trying to pit you against other businesses so you'll engage in a bidding war for their services.

Don't.

While there is a time and a place for a transparent candidate to bring up other job offers, unsolicitedly blurting it out during an interview isn't one of them.

It's not only arrogant and unprofessional. It's a warning sign.

Candidates who boast about rival job offers tend to be self-centred. They tend to quit the minute the going gets tough or a better offer comes along. People like that aren't going to be committed to your company should you end up hiring them.

And then you're straight back at square one. Having wasted time, money and effort in the process.

So if a candidate brags about how much of a rock star they are ... don't hire them.

Red Flag 2: They haven't done their homework

Given the wealth of information available at our fingertips, it doesn't take much effort for a candidate to research your company before an interview. At the very least, you should expect candidates to thoroughly understand your company's values and goals, product lines or services as well as what the position itself entails.

But some candidates think they can bluff their way through. They turn up to the interview having done no homework.

How do you tell they haven't done their research?

Simply ask them a question about why they want *this* role at *this* company and their basic lack of preparation shows.



Ask yourself: if they can't be bothered to prepare for your job interview – what does that tell you about them and how they'll perform at work? It's likely they'll be disorganised, irresponsible and unenthusiastic.

Not exactly prime candidate material.

That's why you should make a point of testing them during the interview. And if you discover they haven't done their homework, don't hire them.

Red Flag 3: Can't articulate any personal feelings

It's a fact that everyone has messed up at some point in their career. After all, we're all human. Your candidates are no different. So what's important isn't the failings themselves – unless these are so serious they set off alarm bells. Rather, it's about how candidates have used negative experiences to grow as an employee.

When asked about previous failings or personal weaknesses, a good candidate gives a solid answer. They'll speak honestly about areas that need improvement and recognise their part in previous work-related errors. They'll also be able to clearly describe the changes they've made to address the issue.

But look out for candidates who draw a blank when asked about their failings or blatantly dress up a strength as a weakness. People who aren't in touch with their flaws often don't take responsibility when projects go wrong. They'll swear other people were to blame and they had nothing to do with the problem.

The result? They keep making the same mistakes, because they never learn from experience.



If you encounter candidates who don't have the self-awareness to admit personal failings – don't hire them.

Red Flag 4: Making upfront demands or being overly concerned with personal benefit

While it is natural to discuss money during an interview, be on guard if a candidate keeps steering the conversation back to the issue. Or if they make excessive demands about pay and perks.

Why? Because it suggests the candidate is only in it for the money.

While salary and benefits are important, a job isn't just about the salary or the perks you get from working at a particular company.

Employment should be a mutually beneficial relationship for both parties. You get a recruit who's passionate about the job and your business. In return, your recruit gets an employer that treats them with respect and compensates them appropriately.

And those demanding candidates who were trying to negotiate unreasonable conditions during the interview? They tend to carry on with this behaviour if you hire them. Do you really want a high-maintenance employee who thinks they deserve special treatment?

So if you get the feeling a candidate has a 'me, me, me' attitude, don't hire them.



Red Flag 5: The candidate can't back up their claims

While a candidate might look good on paper, the only way you can accurately understand their skills and experience is by interviewing them. So consider it a red flag if your prospect gives you generic, brief or vague answers when asked about their work history.

What does "I made a lot of sales" or "bought new business in" mean without specific numbers?

Nothing.

If they can't back up their statements with concrete facts, it indicates several worrying things. Maybe they:

- Don't have either the skills or experience needed to succeed in the role
- Didn't accomplish anything in their old job and just coasted along
- Lied on their CV by exaggerating their previous responsibilities

It doesn't look good, does it?

If you do end up hiring them, you're risking disappointment further down the line.

On its own, vagueness isn't a red flag, because that's how some people naturally talk. But if you probe the candidate for specific evidence to back up their claims and they don't provide any – don't hire them.



Looking for the right talent?

On average, it costs \$22,135 to replace an existing staff member.

That's why you need to be able to attract and identify the right people.

You have two options. You can handle the recruitment process internally ... and hope for the best. Or you can work with an experienced, professional recruitment company ... and let the experts handle it for you.

JobFitts Consultants can help you find the right staff:

98%

of our permanent placements stay in their roles for at least two years

96%

of our clients will use us again

Wondering how we get such great results? It's by following this 3 step process:

1. We take the time to understand what makes your business unique
2. We search for candidates who not only have the right skills and experience, but also the right personality and values
3. We use scientific job-matching methods to separate the handful of quality candidates from the masses of subpar candidates

As the saying goes, one bad apple spoils the bunch. To avoid this, you need to approach recruitment differently.

Clients' Experience With Us

Davidson Trahaire Corpsych

Since engaging your services I have been thoroughly impressed with all aspects of your recruitment process. As you know, DTC roles in which I have engaged your assistance provide their challenges in terms of salary, complexity and roster. I feel as though you really understand the challenges of recruiting for the role and you expertly target the appropriate candidates to ensure a consistently high level of applicant is put forward for me to review. We have had many successful team members join through your assistance and I look forward to continuing to work with you in the future.

Matthew Purcell, Contact Centre and Resourcing Manager

CLIPSAL

Since using JobFitts Consultants, Clipsal Australia has grown and taken a positive direction in creating a successful customer service team. The evidence of this is visible in many ways. For example when resourcing new employees, we look for hardworking dedicated people, with the right experience and JobFitts has certainly brought forward the right candidates.

Sue O'shea, Customer Care Manager NSW

Teachers Mutual Bank
We put you first

Since using JobFitt, we have found JobFitts Consultants to be a most professional service, without the 'hard sell' of many other recruitment agencies. Staff at JobFitts are well connected and have good follow through for all candidate placements.

Marco Sicurella, Senior HR Manager

policebank
member owned banking

My role is GM of Distribution and we use the service of Amrutha for the majority of our distribution staffing requirements. I find Amrutha very well connected within the finance industry and we have enjoyed a high number of successful hires from colleagues that Amrutha has presented to us. I would highly recommend Amrutha's services for anyone looking for high quality applicants within the Finance Industry.

Mark Hudson, General Manager Distribution

community first
credit union

CUA
Life rich banking

Schneider
Electric

G&C mutual bank
banking on your community

smartline
personal mortgage advisers

imb BANK

Australian Military Bank

UnityBank
your bank at work

If you're struggling to find people with the right fit for your business, book a free consultation by calling 02 9220 3595 or emailing info@jobfitts.com.au