



TALENT MANAGEMENT PLUS™

Good People

ARE EASY TO FIND
(if you have the right tools!)

***THE MYTHS THAT EXPLAIN WHY YOUR
HIRING PROCESS IS FAILING***

We're on a mission to forever eliminate bad hires.

WHY? Because bad hires are more than just bad apples on a team — they account for 80% of an organization's turnover. Even worse, a bad hire costs five times their salary to replace.



Most companies are biased and inefficient in their hiring, fueling the bad hire epidemic.

Every bad egg who receives an offer letter — and who will inevitably drain the team of time and money — means a good candidate, a better job match, was turned away.

Why do we see this pattern repeated time and time again?

COMPANIES ARE GOING ABOUT FINDING TALENT IN THE WRONG WAY. Managers go through the motions — from agonizing over the job description, riffling through hundreds of random resumes and spending hours interviewing — to knowing there is a seed of doubt their final choice may not be a perfect fit.

This mentality is exactly why so many bad hires are getting through the starting gates.

Hiring managers need to stop job hunting, and start talent matching. To do this, they must rethink everything they think they know about hiring.

THE FIVE MOST WIDELY BELIEVED MYTHS ARE AS FOLLOWS...



Myth No. 1:
***THE HIRING PROCESS STARTS
WITH THE JOB DESCRIPTION***

False!

While most use a job description as the starting process, they really should begin their quest using a job benchmark. **Job benchmarking is the most objective way to identify the skills, behaviors, motivators and acumen the job itself both demands and rewards.** With a benchmark, you can evaluate candidates against that standard and move those who are an inherently good match through the process.



Myth No. 2:
I AM UNBIASED WHEN I HIRE

False!

Even though you commit to being objective, it is nearly impossible not to draw on your past experiences and perceptions to make judgments, whether that be in the resume review process or during the interviews themselves. **The truth is that once you interview a candidate, you are biased toward hiring them. That's why an objective, unbiased applicant screening process needs to be in place before hiring.**



Myth No. 3:
***MY HIRING PROCESS ISN'T PERFECT,
BUT IT'S GOOD ENOUGH***

Probably not.

As organized as you may be, operating without a talent management system can make your company susceptible to liability with even the slightest oversight.

Resumes get lost in the shuffle, but by law you are required to retain all hiring materials for seven years.

A mermaid with long, dark, flowing hair is swimming underwater. She is wearing a white bikini top and a shimmering, scale-like tail. Her right arm is extended upwards, and her left hand is near the bottom. The water is dark blue with many bubbles of various sizes. In the background, there is a coral reef. The text is overlaid on the mermaid's body.

Myth No. 4:
***OF ALL THE RESUMES RECEIVED,
WE ENDED UP WITH THE BEST CANDIDATE***

Maybe, but maybe not.

There's no way to know for sure without an assessment-based system like TMP that objectively analyzes candidates throughout their candidacy.



Myth No. 5:
HIRING IS A TIME-CONSUMING, MONEY PIT

False!

It truly does not have to be. Job-based matching to a person's core behaviors, motivations and inherent skills will transform your hiring into a talent-match experience that is less time-consuming and more cost-effective.



Myth No. 6:
HIRING TOOLS ARE JUST USED FOR HIRING

False!

A talent system that begins with job applicants and provides assessments will provide the foundation to onboarding, job-related training, skill development and leadership development.

By understanding the truth behind these myths, organizations can begin to chart a better path with the right tools.

This is why we leveraged our 30 years of research to create and refine Talent Management Plus (TMP), a next generation system ready to cure hiring's biggest pain points.



TALENT MANAGEMENT PLUS™

WITH TMP, YOU CAN SAY GOODBYE TO THE NEEDLE-IN-THE-HAYSTACK APPROACH TO RESUME SORTING, AND INSTEAD ENJOY:

- *A data-driven and proven method of bias-free hiring*
- *Candidates whose inherent skills are appropriately job matched*
- *A centralized platform that automatically sorts and ranks top candidates*
- *New hires engaged from day one*

We believe good people are, in fact, easy to find, and the concept of bad hires can be a thing of the past.

READY TO LEARN MORE ABOUT TMP AND THE BENEFITS IT CAN BRING TO YOUR ORGANIZATION? Visit www.LeaderShift.com to request a custom demo, tailored to your hiring needs.

For more information, call 800.486.4767 or visit HuntGroup.com

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