

Do This...Not That

Root Cause of Employee Turnover

'80% of turnover is caused by bad hiring decisions.' *Harvard Business Review*

DO THIS

- ✓ First, always follow a **STANDARDIZED** employee hiring **PROCESS**.
- ✓ Second, **AFTER** the process is complete, Hiring Managers should use their job knowledge and experience to make final hiring decisions.

NOT THAT

All successful companies have **standardized** and highly effective processes to use in their industry. However, very few have standardized processes for hiring employees. Why is employee hiring the exception?

The most common reason is Hiring Managers want to rely on their own intuition and 'gut feelings' to make hiring decisions. But that approach most often leads to only hiring candidates who remind them of themselves (and neglects scrutinizing the candidate's true job competencies).

