



Ounce of Prevention

A Quick Assessment Tool for Employers
From HR Answers, Inc.

Recruitment

Recruitment and selection can be a very time-consuming and challenging task for most business professionals. Finding the right match is essential to success. If you do not have the proper resources, you can waste valuable time and money hiring the “wrong” person. This can lead to more time and money spent dealing with employee issues that may ultimately result in an uncomfortable termination. The cost of losing an employee can range from tens of thousands of dollars to 1.5-2.0x the employee’s annual salary. Your recruitment and selection practices should work for you, not against you. Take the assessment below to see how your organization measures up!

- | YES | NO | |
|--------------------------|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> | Do you run out of time to thoroughly interview candidates and then hire out of desperation? |
| <input type="checkbox"/> | <input type="checkbox"/> | Do you have trouble finding qualified candidates? |
| <input type="checkbox"/> | <input type="checkbox"/> | Are too many of your employees quitting in the first two years? |
| <input type="checkbox"/> | <input type="checkbox"/> | Do you spend too much time dealing with employee issues because you haven’t hired the right person? |
| <input type="checkbox"/> | <input type="checkbox"/> | Are you surprised when the person you hired doesn’t have the skills, knowledge, or credentials you thought they had? |
| <input type="checkbox"/> | <input type="checkbox"/> | Do you often feel as if you’re wasting time talking with unsuitable candidates? |

A “No” to any of the above questions may indicate a need for recruitment expertise.

- | | | |
|--------------------------|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> | Do you know what types of questions to ask so you REALLY know if a candidate is going to be a mat for your organization? |
| <input type="checkbox"/> | <input type="checkbox"/> | Do you provide candidates with enough information about your organization and the job expectations to give them a realistic preview of possible employment with you? |
| <input type="checkbox"/> | <input type="checkbox"/> | Are you spending the time necessary on business development and operations, or does the revolving door of recruitment consume your time? |

Depending on your answers to the above questions you may need assistance with your recruitment process

Are you facing some of these challenges? If so, you’re not alone. We have the solution to your recruitment problems. We’re HR Answers, the largest independently owned human resource consulting organization in the Northwest. We specialize in providing targeted recruitment and selection services. If you have an existing HR staff, we can help by taking on the *time-consuming* process of one or multiple candidate searches. This will give your staff more time to focus on other pressing HR issues. If you do not have a HR staff, we can provide you with a complete recruitment service from start to finish. We can work on-site with you – or we can work remotely. The choice is yours. We will screen resumes, conduct reference checks, or handle the entire process and simply send qualified candidates to you. So, if the whole recruitment process is more than you want to handle, call HR Answers. We will customize a cost-effective solution to simplify your life!