

# HOW RECRUITERS CAN RECOVER FROM A BAD HIRE



## 1 TAKE RESPONSIBILITY

- Avoid the blaming game.
- Develop the proper mindset that there's a pressing situation you need to deal with head-on.

## 2 DON'T DELAY

Decide quickly if you should give a second chance or find another option?

Take note of these things if you'll give a second chance:

- Look for a possibility of reassignment
- Keep tracking their progress
- Evaluate after the given time for improvement



## 3 IDENTIFY THE SOURCE OF THE PROBLEM

Ask yourself the following questions:

- Was any step in the process overlooked?
- Which candidate or employer expectations were not met?
- What can be done to prevent similar cases in the future?

## 4 DISCUSS THE SITUATION

Communicate effectively: discuss the problem with the affected employee and the rest of the team, and let them know how you intend to fix it.



## 5 FINALLY, LOOK FOR THE RIGHT HIRE!

How to do it right the second time around:

- Hire for growth
- Be very specific about your needs for the position
- Ask for referrals
- Track progress
- Partner with the right recruitment agency



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