

# 7 AVOIDABLE RECRUITING MISTAKES

## DRAWING IN TOO LITTLE OR TOO MUCH TALENT

Generate a continuous supply of top talent by leveraging all 8 streams of talent.



## HAVING UNREALISTIC HIRING CRITERIA

Look for the patterns among the skills, experiences, and personality traits of people who've succeeded in the role.

## GETTING OVERLY ATTACHED TO ONE CANDIDATE

Practice your ABC's, as in Always Be Cultivating talented people even after you think you've found "the one."



## BECOMING TOO RELIANT UPON ONE RESOURCE

Keep tapping into all 8 talent streams since no single stream can draw in all of the available quality people.

## WAITING UNTIL A JOB OPENS TO RECRUIT

Engage in the new way of hiring—lining up talented people and waiting for the right job to open.



## CREATING ADS AND POSTS THAT ARE BORING

Share details about how working with your organization has improved lives and careers.

## ENGAGING IN HIRING INSANITY

Question each step of the recruiting process, including why it's done that way, the results being achieved, and how can you could improve that result.

