

I THINK I MIGHT BE LOSING THIS HIRE

10 signs your new hire is going awry



Nothing is more frustrating for a hiring manager than being excited to fill a critical opening with the “right person,” only to have the deal fall apart. When this happens, you will often hear recruiters say, “I knew it.” That is because they have an intuition about these things. It comes from being involved with so many hires.

Chances are you’re not a recruiter and don’t have the hands-on experience with nearly as many hiring processes to create this recruiter instinct. So let’s take some of the mystery out of the equation by reviewing the top 10 signs your new hire may be going awry.

- 1. Changes in his/her compensation demands:** If a candidate verbally agrees to an offer but then changes direction upon receipt of the offer letter, there may be trouble.
- 2. Dodginess about his/her schedule:** If throughout the hiring process a candidate was easy to get ahold of but now, at offer, they seem busy and hard to get on the phone, proceed with caution. Candidates who want the job will always find a way to get in touch with you.
- 3. Tense changes (instead of past tense, a candidate starts to speak in present tense about his/her current job):** When a candidate stops talking about his/her current job as if it were over, you have trouble. For example: “This audit really has me working long hours, but I know the team and I will get through it.”
- 4. Change in mode of communication with you:** If a candidate always returned your calls, but now returns your voicemails with an email, you might have trouble. People like to hide behind emails. There is no place to hide live on the phone.
- 5. Message (typically bad news) after hours, when they know you are going to be out of the office:** Again, avoiding confrontation live on the phone is a red flag.

- 6. Request for an extended start date:** This is a potential sign your candidate is stalling to see what a counter-offer from his/her current employer looks like, or waiting for an offer from another company.
- 7. He/she needs a week to “think about it:”** If you make an offer after a long interview process and the candidate can’t accept or decline within 48 hours, he/she is, again, probably stalling.
- 8. He/she is 99 percent sure about taking it:** Close only counts with horseshoes and hand grenades.

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- 9. Your potential hire starts asking for random information:** If suddenly at the end of a hiring process your candidate needs a job description or a student handbook to help make a decision, he/she is probably stalling or looking for an easy way to not accept.
- 10. If you are using a search firm for this hire and the candidate starts to badmouth or become uncooperative with the search firm, but not you:** This is a clear sign that the candidate thinks he/she can snowball you but not the firm. Recruiters are excellent at holding a candidate’s foot to the fire. If things get too hot, the candidate may try to throw them under the bus and come to you for refuge. The search firm has all the financial incentive to make a hire work; if a candidate can’t get along with your recruiter, then who? ■

EXECUTIVE SEARCH

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