

## Why recruitment should be more like dating

Would you make a long term commitment to a complete stranger, someone that you've just met and only known for an hour and a half? Would you then invite them to live in your house, share your secrets with them and expect your closest friends and family to trust them as well? Chances are, you'd have a more robust process in place before considering such a proposition. However, while the context differs, the level of risk between taking on a new employee and finding a long term partner is comparable.

Many organisations simply review a few CVs, conduct one interview and if that goes well, the job is offered. But is that enough? This person is key to your business, you are likely to spend more time with them than your partner – yet an hour and half after you've first met them they have a job, a salary, and an all access pass to your commercially sensitive information and to your clients. In fact this person gets much more security than your partner does if things don't work out as you've planned.

As with any relationship be it personal or professional, getting it right takes an investment of time and effort:

Recruitment	Dating
Review CVs and shortlist	Socialise and meet people
<p>Conduct at least two interviews: First is exploratory – use behavioural based questions to ascertain if they can do the job</p> <p>Second focuses on team fit – meet with your team, coffee, morning tea, Friday night drinks</p> <p>Check Facebook and LinkedIn for any inappropriate work related comments or activity</p>	<p>Go out on lots of dates: Check out Facebook and LinkedIn (who do they mix with, any disturbing photos)</p> <p>Seek out areas of common interest and compatibility/ incompatibility. Talk about your future, your vision</p>
<p>Psychometric testing – who needs an axe murderer on their team? Psychometric testing offers greater insights into both ability and personality traits so you can assess suitability based on the competencies required of the role and compatibility with your team and management style</p>	Psychometric tests may be conducted on potential partners but this would be unusual!

<p>References: Complete two reference checks as this is the last opportunity to see if who the candidate says they are is the reality. Questions should focus on the key competencies of the role.</p>	<p>Feedback from friends and family, even their friends and family if possible</p>
<p>Congratulations – you've found “the one”! Make the job offer knowing that you have managed the risk using the appropriate tools</p>	<p>Congratulations – you've found “the one”! If all is ok, you might start living together, get engaged, get married!</p>

This is a very light hearted view of a serious subject. The costs of mistakes when hiring a new staff member directly impact your bottom line – lost productivity, time required to train and re-train staff, low staff morale, over time payment, the list goes on. A little more investment in a robust recruitment process can save a lot of heartache!