



Travis Laird

VP at Robert Half | Labor & Staffing Consultant | Direct-Hire & Executive Recruiter

[View public profile](#)

[+ Follow](#)

105,264 Followers

3000+ Posts

0 Articles



Travis Laird

VP at Robert Half | Labor & Staffing Consultant | Direct-Hire & Executive Recruiter
1d · Edited

[+ Follow](#)

ME: I'm sorry. The candidate just accepted an offer from another firm.
CLIENT: What?! You told us she loved us, that she wanted to work for us.
ME: She did.
CLIENT: We're #1 in our space, you said she liked that.
ME: She did.
CLIENT: You said she liked the team, that she thought she would fit in here.
ME: She did.
CLIENT: I don't understand, we were thinking about making her an offer.

Yes. And while you were THINKING Your competition was ACTING. While you waited three weeks to get that last business partner to meet with her... Your competition flew her in to meet the key players and had her do a video call with the business partners who weren't available. While you sat on the knowledge that she was interviewing elsewhere... Your competition made things happen and sped up the process. While you waited a month to get a few more people into the mix for "comparison"... Your competition recognized top talent and made the call. While you debated with HR over salary requirements and asked her for her history... They put out an offer at the top end of their range to ensure the deal was done.

If you want the top talent, you need to be thoughtful, yes. But you need to be decisive. I promise you, your competition is.

Great post from Tim Gerrells and share by [Gabby Phillips](#)

42,884

1,466 Comments

Like Comment Share



Fred Schwarz This is so typical of the game called interviewing. The process is broken. It needs to be fixed. I miss the old school, 2 interviews in a few days then a decision was made.
Like Reply | 32 Likes



Matthew Gaines Long, deliberate hiring processes can send the wrong message about your organization. It suggests to the candidate:

1) You may not know or understand your needs. Being hired into organization that can't determine what they need to perform can suggest that metrics for success are not well defined. If you don't know how to recognize talent, you may not recognize what it takes to for the candidate and organization to succeed.

2) Your organization may not be agile enough to understand and respond to in a competitive marketplace. If it takes too long to make hiring decisions, it may take too long to make business decisions that have an impact on the candidate and the company's long term success.

Remember, when you are interviewing the candidate, the candidate is interviewing you. Indecisiveness in candidate selection sends a message that decision making isn't something your organization does well.

Candidates aren't looking to work for the next Blockbuster, Sears, or Kodak. They are looking for agile organizations that can respond to change.

Like Reply | 128 Likes

See more comments

[Sign In](#) to leave your comment

Share this post with your network

Share

Editor's Picks

People are 'ghosting' at work, and it's driving companies crazy

Chip Cutter on LinkedIn • 1y

What I learned from a teacher of refugees

Bill Gates on LinkedIn • 12mo

My views on U.S. immigration policy

Satya Nadella on LinkedIn • 1y

[Sign in](#)

[Join now](#)

[Cookie Policy](#)

[Brand Policy](#)

[Community Guidelines](#)

[Copyright Policy](#)

[Guest Controls](#)

[Language](#) 