

ARE THESE 10 RECRUITMENT RED FLAGS COSTING YOU GREAT TALENT?

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Discover the most common mistakes organisations make when hiring and the quick fixes that boost quality, speed, and fairness.

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In this FREE 4 page guide you'll learn

- 10 biggest red flags that signal risk in your recruitment process
- Why each one matters and the cost of ignoring it
- Simple fixes you can apply immediately to improve outcomes
- How to shift recruitment from a transaction to a driver of business performance



With over 40 years' combined experience in recruitment and talent strategy, we know what works and what quietly damages your ability to attract and retain top talent. This guide gives you the insider view to spot risks before they impact your pipeline.



1. Roles built around the last job holder

Red flag: Copying old job descriptions that don't reflect current skills or business priorities.

Fix: Start with the future define the skills and outcomes your business needs for tomorrow, not yesterday.

2. Overloaded “wish list” criteria

Red flag: Job specs filled with unnecessary requirements that shrink the pool of applicants.

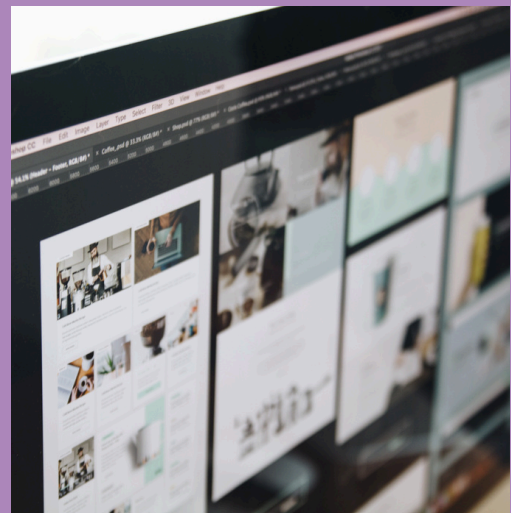
Fix: Strip out non-essential criteria and focus on what's truly business-critical.

3. Generic job adverts

Red flag: Ads that look and sound the same as everyone else's.

Fix: Lead with your Employee Value Proposition (EVP) and showcase inclusion and impact.

4. Limited sourcing channels



Red flag: Relying only on job boards or referrals.

Fix: Diversify sourcing through professional networks, industry groups, and communities that reach underrepresented talent.

5. Interviews without structure

Red flag: Unstructured interviews that rely on gut feel.

Fix: Use structured questions, scoring rubrics, and panel debriefs to reduce bias and improve decision-making.



6. Inconsistent candidate communication

Red flag: Long silences, unclear next steps, or poor rejection emails.

Fix: Set clear service-level agreements (SLAs) for candidate updates and feedback.

7. No interview training for hiring managers

Red flag: Managers improvising interviews without guidance.

Fix: Provide simple toolkits and short training to align on questions, scoring, and expectations.

8. EVP mismatch at onboarding



Red flag: What was promised in the hiring process doesn't match reality.

Fix: Align onboarding with your EVP deliver on what attracted the candidate in the first place.

9. NO DATA ON HIRING EFFECTIVENESS

Red flag: Decisions made without tracking time-to-hire, source of hire, or representation.

Fix: Track a small set of meaningful KPIs to measure quality and fairness of hire.

Every organisation has blind spots in its recruitment process. The key is spotting them early and fixing them before they cost you great people.

Want to find out where the biggest risks are in your hiring? Book a free discovery call and we'll talk you through it.

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10. TREATING RECRUITMENT AS A TRANSACTION

Red flag: Focused only on filling today's vacancy.

Fix: Treat recruitment as part of your wider talent strategy a driver of resilience, capability, and business performance.

