

Why Hiring Slows Down

What to Fix First



1

Waiting on feedback



Set a clear timeline for feedback before interviews start.



2

Too many stakeholders



Lock who is involved in decisions before the search begins.



3

Unclear decision ownership



Assign one person responsible for making the final call.



4

Too much debate after interviews



Define evaluation criteria before candidates are reviewed.



5

Lack of decision confidence



Agree on what "good" looks like before interviews start.



Fix the process early.
Not after it slows down.

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